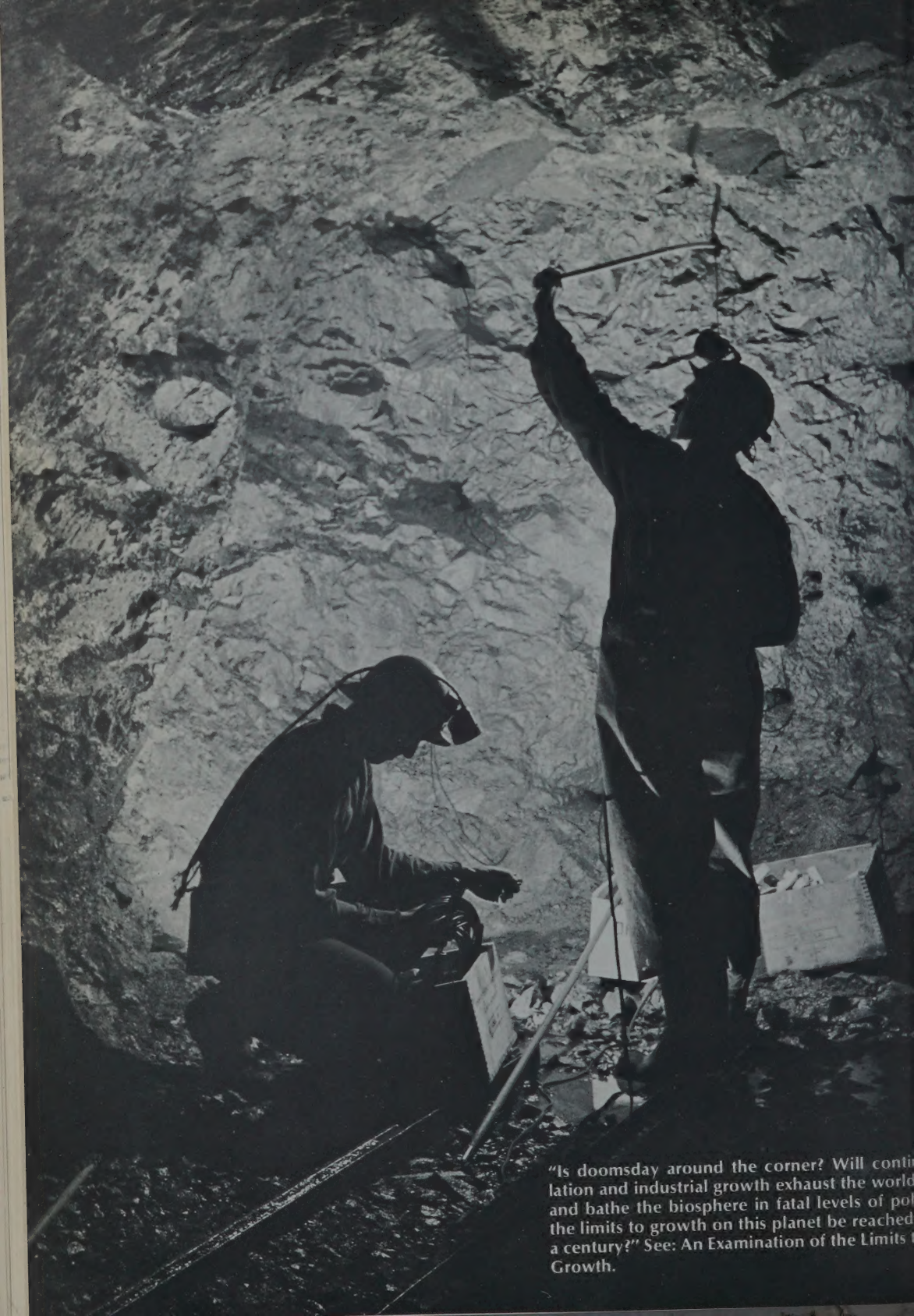
ST 1973

COPY

HE ABOUR GAZETTE

CHICAGO PUBLIC LIBRARY
OCT 23 1973
DOCUMENT



"Is doomsday around the corner? Will contin
lation and industrial growth exhaust the world
and bathe the biosphere in fatal levels of pol
the limits to growth on this planet be reached
a century?" See: An Examination of the Limits t
Growth.

BOUR
ZETTE

al Journal
da Department of Labour

3, No. 8/August 1973

ARTICLES

514 An Examination of the Limits to Economic Growth
by George Sanderson

522 How to Implement the Humanizing Process
by Bonnie Campbell

525 The Steelworkers' Solution is a Constant Move Toward Greater Autonomy
by Jack Williams

531 The Shorter Workweek—Policy for the Steelworkers
by Jim MacSween

533 New Legislation and the Alberta Federation

536 Aggressive, Co-operative and Concerned New Brunswick Federation of Labour

539 Labour Legislation in 1972
Part 6: (Construction Industry, Special Groups and Emergency Legislation)
by Cal McKerral and Liis Painter

DEPARTMENTS

502 News Briefs

508 International Roundup

512 50 Years Ago

551 Book Reviews

553 Price Indexes

558 General Topics:
Employment Review
U.S. Employment

559 Conciliation

563 Decisions of the Umpire

565 Library List No. 292

569 Labour Statistics

Subscribers are free to reprint the contents of this publication, either in whole or in part, provided that permission is requested and credit given to The Labour Gazette and, where applicable, to the author.

Labour Canada Travail Canada

NEWS BRIEFS

■ **Most people are in the wrong job, according to Herbert M. Greenberg,** psychologist and president of the Marketing and Research Corporation, Princeton, New Jersey. Speaking to the second annual conference of the Association of Professional Placement Agencies and Consultants, held in Toronto in early June, he stated that hiring policies and staff evaluation programs are useless. Greenberg's past research included a survey of 100 companies in Canada and the U.S. in which he found that more than **80 per cent of the employees were "misemployed—they're in the wrong jobs and not doing their best for themselves or their employees."**

If you are a salesman, you are probably doing the wrong kind of work, he said. "Fifty-five per cent of the sales force has absolutely no ability, another 25 per cent are selling the wrong thing in the wrong place." That leaves 20 per cent to do 80 per cent of the work.

Dr. Greenberg has spent the past 12 years testing a system of personnel evaluation that has improved productivity by 40 per cent in as many as 4,500 companies. **He calls the personnel evaluation system Multiple Personality Inventory (MPI).** It rejects academic training and job experience as measures of a person's worth. Instead, the test recognizes that interests and aptitudes are different aspects of character. The test attempts to establish drives and potentials that emerge when the appropriate personality is matched up with a narrowly defined job.

"Industry spends millions determining the range of interests of job candidates when what they really need to know is whether they have the empathy and ego-drive to do the job well."

Almost 90 per cent of the i
ance companies in Canada
the United States are using
called Aptitude Index. Forty
ago their staff turnover was 9
cent every three years—its tur
is still 90 per cent, Gree
charged. Most aptitude testi
lates to past work experien
does not predict performanc
**cause MPI identifies "the ho
tons" and triggers inherent a
there have been many positi
sponses in terms of the right
for the right job:** a grease m
has turned into one comp
top automobile salesman
management trainees have
pulled out of welfare lines
test has also helped to est
the "one in ten" among but
coal miners and steelworkers

■ **Fourteen grants, tot
$39,954, for the current fisca
have been awarded unde
Canada Department of La
University Research Progra**
main purpose of the grants
encourage and facilitate re
on the social and econom
pects of labour, including re
on wages, income produc
collective bargaining, labou
and labour history. Gran
awarded on the recommen
of a research advisory com
consisting of senior repre
tives from the universitie
from federal government d
ments.

rt Stickland, Réal Vinet

**ixty trade unionists from
es Canada graduated in June
om the Labour College of Can-
da.** They had completed a six-
ee program in economics, his-
ry, sociology, political science,
ad unionism and industrial rela-
on designed to prepare them as
ture trade union leaders. The
ollge has graduated a total of
0 ade unionists since its incep-
onn 1963, many of whom stud-
d in scholarships provided by
bor organizations, government,
d industry.

ire students in the graduating
as attended the College on
holarships provided by the Can-
da Department of Labour. They
ere Larry Stickland, Local 901, In-
rnational Association of Ma-
hints; Réal Vinet, Local 341, Ca-
adian Brotherhood of Railway,
ansport, and General Workers;
nd Donald Davidson, Local
40, International Woodworkers
f America. The three men are
om Scarborough, Ontario; St.
yacinthe, Québec; and Golden,
ritish Columbia. Davidson was
ot available on the day sched-
led for class pictures.

■ **Nearly 500 longshoremen of the Port of Montreal have agreed to accept payment in return for their resignations.** The Maritime Employers' Association and 494 members of Local 375, International Longshoremen's Association, have negotiated a settlement that eliminates 500 waterfront jobs made redundant by technological change and declined business. **The agreement will pay $12,000 and pension benefits to each dockworker who resigns.** During the next year, 30 more jobs will be vacated by men taking early retirement.

The settlement is expected to relieve financial difficulties in the port. A contract negotiated last spring agreed to pay wages to all 2,300 members of Local 375, whether or not there was work available for them. Although the resignation of the dockworkers will cost $5,790,000, it is estimated that the port will recover and profit after 18 months.

A similar offer was extended by the employers last March, but retracted when only 240 men accepted. This latest agreement, made conditional on acceptance by 500 workers, was accepted even though six short of the minimum. **The International Longshoremen's Association agreed to the offer being made as long as no duress would be placed on the men to accept, and the Association would represent the men in resignation negotiations with the MEA.**

■ **Professors at Sacred Heart University** (Bathurst College), which is academically affiliated with the University of Moncton, N.B., **became the first unionized professors outside of Québec when Local 1541 of the Canadian Union of Public Employees was certified recently as their bargaining agent.**

Salaries are the primary concern—there has not been a salary adjustment in three years. Victor Raide, Recording Secretary of the local said, "our real income is actually going down. We want job reclassification and adjustments to bring us into line with other similar institutions."

Adrien Charrette, President of CUPE's New Brunswick Division, said that the charter marked a new era in the labour movement.

"It is evident that the interests not only of white-collar workers, but the interests of professional and academic people can be served by CUPE."

The local, which covers the 45-member teaching staff, looked to CUPE after the college's faculty association collapsed last fall.

In the last six months, **CUPE has become active in the organizing of university professors;** in September, CUPE will launch a nation-wide drive to organize this sector.

The universities that are now in the process of becoming certified are Bathurst College (CUPE), Vancouver City College (Independent), University of Manitoba (Independent), University of Québec (CSN), and CEGEP (CSN). The faculty of the first unionized university in Western Canada has reached a tentative contract agreement with Notre Dame University of Nelson, B.C.

■ **Procter and Gamble completed 2,500,000 man-hours without a lost time accident** (an accident in which an injured worker is unable to report for his next working shift), **in April 1973.** The count started November 27, 1971. (Photo, above, shows an earlier tally.)

There has been a firm commitment by top management to reduce industrial injuries to as close to zero as possible. The commitment has been met by a positive, co-operative response on the part of the work force, according to Cam Shaw, Safety Industrial Hygiene Engineer.

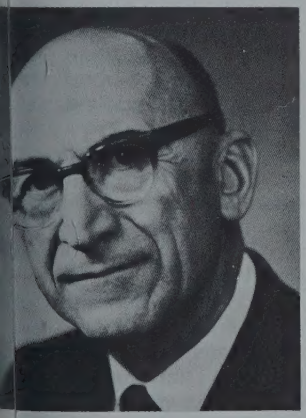
A high level of safety awa has been generated thro the plant; with a spirit of "d the team down." Some o agement's contributions safety program are: annc targets for the plant; an in emphasis on two-way cor cation between worker an agement; safety questior graphs of accident statistics films; plant safety notice and safety committees. T also on-going managemen ing and training for new e ees.

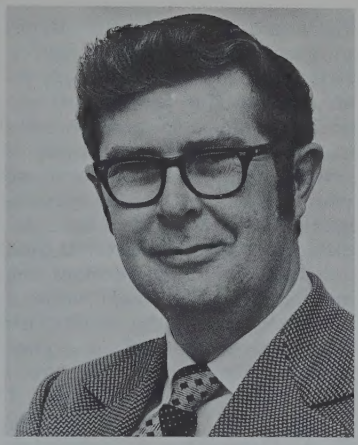
The theme is stressed tha dent prevention is a combi sponsibility; management sponsible for providin working conditions, equ and procedures, training ar cation; employees are resp for performing their work i manner, and for taking the tive to correct equipment, ditions which might injure selves or their fellow worke

(At press time, the reco 3,000,000 man-hours with lost-time accident.)

Keith H. Rapsey, President of Allen-Bradley Canada Ltd., was elected President of the Canadian Manufacturers' Association at the Association's annual general meeting in Toronto on June 4 (See page 514). He succeeded Daniel Sprague of Winnipeg.

Mr. Rapsey was born in Port Arthur (now Thunder Bay), Ontario, and graduated in electrical engineering from the Faculty of Applied Science at the University of Toronto in 1940. Most of his business experience has been in the design and production of electrical motor control equipment. He is a past president of the Canadian Electrical Manufacturers' Association and director of the Allen-Bradley Company of Milwaukee, Wisconsin and Allen Bradley Ltd. in Brit-





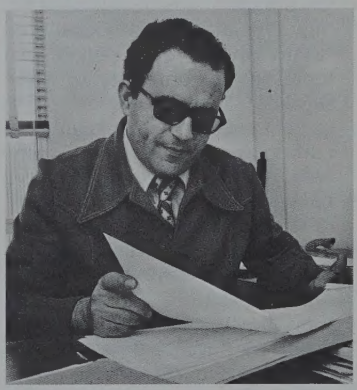
■ **Clifford R. Scott has been appointed Director of the Legislative Research Branch of the Canada Department of Labour.** Scott was formerly with the Treasury Board Secretariat; his experience in labour relations includes having been head of both the Compensation Determination and Compensation Management Sections of Treasury Board. He was also responsible for co-ordinating research into working conditions, standards of employment, and compensation for government employees.

After serving with the Royal Canadian Air Force from 1953 to 1958, Scott attended the University of British Columbia and majored in international relations. He has also taken postgraduate courses in Administrative Law and Public Administration.

■ **Oswald Mamo has been appointed Editor, La Gazette du Travail,** published by the Canada Department of Labour. Mamo came to the Public Service from **La Presse,** the Montreal daily newspaper, where he spent 12 years as a reporter and columnist.

Prior to his appointment, he was with the Post Office Department and the Canadian International Development Agency, where he was in charge of information programs for Francophone Africa.

As well as speaking English and French, Mamo is conversant in Maltese, Italian and Arabic. He studied in Beirut, graduating with the Baccalaureate in 1948. Later, he studied civil engineering in Montreal.



■ **The Ontario Federation of Labour has published a 60-page report on food prices.** The report, researched and written by Robert Ward, examines all aspects of the food industry and its pricing methods, dealing in turn with primary production costs at the farm level, packaging and advertising costs, retail methods, wages, and the effect of consumer demand on the cost of foodstuffs.

Arising out of the study were recommendations that:
- an independent prices review board be established as the first step to control price increases.
- the move initiated by the Manitoba Government to provide food price lists be copied in Ontario and throughout Canada.
- present federal and provincial Departments of Consumer and Corporate Affairs be replaced by new Departments of Consumer Affairs that would effectively represent the interests of consumers.
- current excesses in packaging be curbed, particularly where costs are raised unnecessarily.
- governments clamp down on false and misleading advertising.
- a strong competition act be enacted as a barrier to monopoly price-fixing.
- the Carter Commission tax proposals be put into effect to shift the tax burden to a more equitable basis.

■ **Mrs. Beryl Plumptre has been named Chairman of the Food Prices Review Board,** it was recently announced by Consumer and Corporate Affairs Minister Herb Gray.

Mrs. Plumptre will be joined, in the five-member board, by Dr. Gordon L. Burton, Claresholm, Alberta, W. Grant Thompson of Halifax, Mrs. Evelyn A. Root of Vancouver and Louis-H. Lorrain of Baie d'Urfe, Québec.

The Board will conduct two types of examinations of food prices. First, it will prepare a quarterly review of trends in food prices; second, it will make inquiries into the causes behind the escalation of certain food prices, determining which warrant special investigation and it will undertake inquiries into these areas on its own initiative. On completion of the inquiry, the Board will issue a public report on the results, including recommendations it considers appropriate.

■ **An Ontario Royal Commission to investigate crime in the building industry has been assigned five provincial police investigators.** The police were appointed to investigate and establish the validity of hearsay evidence from individuals refusing to testify even with the protection of the Canada Evidence Act. Bombings, shootings, and the administration of union benefit funds are the main areas being investigated.

Appointment of the Royal Commission was announced in the Ontario spring Throne Speech. It was instructed to look into lathing, plastering, dry-walling and concrete-forming sectors in Toronto, Hamilton, and Ottawa.

■ **Studies are continuing on the transportation of oil and gas from the Arctic,** and tenders for construction of pipelines may be presented to the Department of Energy, Mines and Resources this fall. **Cost of a gas pipeline has been estimated at about $5,500,000,000, and $4,000,000,000 for an oil pipeline.**

According to a study done Canadian Institute of G Ground Transport, authoriz Queen's University, **constr of an Arctic railway woul $2,400,000,000, plus $194,00 year in operating costs.** Alt it would appear that the rail more economical, oil in heads claim that operating would be three times greate those of pipelines. They also tion the validity of some co mates made by the study gro

D. B. Furlong, Managing D of the Canadian Petroleum ciation, has said that "whe compare Canada's pipelin railways in reliability, econ and accident history, there appear to be no case for an railway in preference to an pipeline."

The Canadian Railway Labo sociation, on the other han in its 1973 submission to the ernment that a railway had t vantage over a pipeline of c more than one or two com ties. It was also claimed that way would employ more dian workers in constructio maintenance than would a line.

The question of ecology a environment has been cited important consideration i northern transportation s and there has been d whether a pipeline or a rail more dangerous to delicate anced permafrost regions. ticularly important conside has been the effect of both line and railway on migrati ribou.

he Report of the Commission
quiry requested by the New-
dland Shipping Industry has
ued in **modified hours-of-**
n standards for employees en-
d in Newfoundland shipping.

ew regulations provide a re-
ion of the former standards,
ir more flexible in specific sit-
tins. Standard hours are calcu-
e as 50 hours in a week multi-
el by the number of weeks in
verage period of two or more
ees. Maximum hours of work
e estricted to a weekly average
f except in an emergency or
rmission of the Minister un-
r onditions prescribed in the
bur Code. Overtime pay at the
e of one and one-half the reg-
ar ate is required for all hours
ore d over the standard hours.

eviously, the Newfoundland
ping Hours of Work Order did
t ermit hours of work to ex-
ee an average of 52 weekly
u averaged over a 13 week pe-
od with overtime required after
hours in any week.

strike of 380 hourly paid
rers, members of the United
very Workers, Local 173, of the
cit Division of **Dare Foods**
med, **went into its second year**
lay 26, 1972. Equal pay for
u work has been the key issue.

e **Dare Company refused to**
ets women workers, who rep-
se 75 per cent of the plant's
la working force, **the same 55-**
n offer it made to its male truck
ivers and maintenance workers.

Throughout the strike, the Dare Company has managed to maintain operations. It has attracted 50 of the original strikers back to work and gained another 150 through newspaper want ads, appeals to former employees, and, according to some sources, professional strikebreakers. Many Ontario unions have boycotted Dare and Dare products are not being sold in Loblaw's Groceterias Limited, Steinberg's Miracle Mart Stores. A & P and Dominion Stores have given Dare limited space. The company's sales in 1972 fell to $5.1 million from $7.4 million and its profits dropped to $160,000 from $608,000.

The company has altered its course somewhat since the strike began but the stalemate continues. Dare is now offering women workers a 55-cent pay increase but wants the union to give up its closed shop clause under which only union members can be hired.

David Archer, President of the Ontario Federation of Labour, said that the Federation "pledges the Dare workers that we will be with them until the strike is settled satisfactorily."

Bev Norris, a woman striker, stated, "that our only weapon is to continue the boycott. We'll continue the strike even if we have to go another year to get our jobs back."

Fred Bousnall, New Democratic Party member of the legislature for Windsor West, said that the strike "has shown up all that is wrong with the labour relations laws of Ontario." He said that the use of court injunctions and the strikebreakers who had been employed in the Dare strike should have been outlawed.

Recent data indicate that there has been a total of 95,910 man-days lost since the strike began.

■ **For the first time in 73 years, The Labour Gazette and La Gazette du Travail,** the official journals of the Canada Department of Labour, **have a written editorial policy.** Guidelines and objectives for the two Gazettes were established in June, approved by senior officials of the Department, and incorporated into the new written document.

The policy statement provides that the official journals "will be independent of each other with respect to responsibility toward readership, editorial content and resources." Henceforth, one Gazette will no longer be an absolute mirror or translation of the other, although the editors may freely borrow material from each other, depending on its relevance and usefulness to their particular readership.

Until now, the Gazettes functioned without the benefit of a written editorial policy. The only guidelines were those contained in the Act that established the Department, and those implied in an editorial that appeared in Vol. 1, No. 1 in September 1900. The editorial was written by Mackenzie King, who was the first editor of **The Labour Gazette.**

INTERNATIONAL ROUNDUP

■ **The European Economic Community Commission is preparing to take to court EEC governments that discriminate against women** by refusing to implement Article 119 of the Treaty of Rome, which stipulates equal pay for women. The Commission has yet to decide what action to take against member countries that refuse to abide by the terms of Article 119. A decision will probably be reached when a study of women's working conditions in the three new member countries is completed in the fall.

There are difficulties, however, in taking governments before the Luxembourg court. Previous rulings have suggested that Article 119 imposes a direct legal obligation only in cases where governments themselves are the employers or at least are responsible for fixing wages.

Two options might enable the Commission to implement Article 119—countries could introduce equal pay in their domestic legislation in such a way that any woman being paid less than a man for the same work could take her employer to court; or Article 119 could be made legally binding on employers and unions negotiating wage agreements.

In some European communities, women hold only the bottom jobs in the occupational hierarchy. For example, although many women work in the Brussels Commission, they are employed mainly as translators, interpreters and secretaries. There are less than 40 women in an administrative class of 2,000, and no woman holds the position of either commissioner or director-general.

It has been proposed that each member government follow the French example of setting up a national committee on the employment problems of women, and that there be a permanent EEC committee to advise the Commission. This committee would report to the Commission, which would then recommend policies to the nine governments concerned. This type of bureaucratic process has been criticized, however, for being too slow, accomplishing little and impeding immediate effective action.

■ The Australian Govern has established a Communit lations Committee to inquire all aspects of **discrimina against immigrants.** The new mittee, part of an expanded I gration Advisory Council, wil examine the extent to whicl grants use community service bert Grassby, Minister of Imm tion, has pledged himself t removal of all remaining disc nation in the Australian cor nity. He said he would call fo ular progress reports on committee's work so that pr effective action could be take its recommendations.

New legislation in Australia end preferential treatment joyed by Commonwealth i grants in the area of citize rights. Previously, people Commonwealth countries been able, after only one ye Australia, to apply for citizer Under a new bill, known a Australia Citizenship Act, common period of residence be three years, regardless o tionality.

In Melbourne, Australia, offi- of meat industry unions have established a **clinic and occupational health research centre to** **workers in the meat industry** **similar "accident-prone"** **raes.** The Trade Union Clinic and Research Centre Hospital is only one of its kind in Austra- and its administrators believe there are few others in the combining all its features.

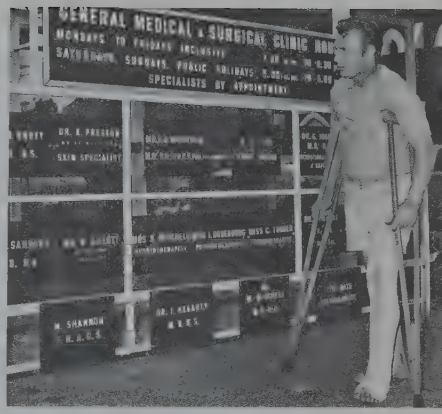
Serge Seelaf, Secretary of the Australasian Meat Industry Employees' Union, Clyde Holding, former solicitor of the union and former State Opposition leader in the Victorian Parliament, and Professor Douglas Wright of the University of Melbourne conceived the idea of the clinic in the early 1960s. The three men were impressed by the **meat industry's high accident rate**—one of the highest industrial accident rates in Australia. Workers are exposed to the risk of injury from knives, cleavers and saws, falling carcasses and slippery floors. In addition there are many diseases that can be transmitted from animals to humans.

An appeal for funds to build the clinic and to provide the necessary equipment was supported mainly by the trade union movement, and in 1964 the clinic opened. It is entirely self-supporting, meeting its expenses and maintenance costs largely from workers' compensation payments to injured unionists.

At the outset, the clinic consisted of an outpatient department, a 10-bed inpatient hospital, two operating theatres, X-ray and physiotherapy sections, and surgeries.

The inpatient unit was closed later because of the difficulties of running such a small department. Consideration was given, however, to expanding the daypatient hospital section. The clinic has a full-time staff of 45, including six full-time casualty doctors, and the services of 10 specialists. Minor operations are performed at the clinic, but major surgery or intensive care cases are taken to other hospitals. The clinic also employs three full-time linguists to deal with the large number of immigrant patients. Among them, the three speak 12 languages.

The land and buildings in which the clinic is located are owned by the Victorian State branch of the Australasian Meat Industry Employees' Union, and the clinic is operated by the Trade Union Clinic and Research Centre Ltd., a non-profit company registered as a charitable organization, and consisting of members of the Victorian board of management of the union. Plans have been completed for the building of a new casualty section costing about $160,000, which will handle some 1,800 patients a week—double the present capacity. The administrators of the clinic are studying the feasibility of eventually developing it into an independent community health centre with general practitioners and ancillary services for the welfare of patients.



Safeguards suggested by the clinic's research have been introduced in abattoirs, meatworks and butchers' shops. Research on injuries to the hands has revealed that the peak period for accidents to workers using knives is about four hours after starting work.

The clinic's researchers discovered also that severed tendons at the back of the thumb—a common injury suffered by workers in the meat industry—was caused by the meatworker's knife slipping on unguarded steel used for sharpening knives. These steels are now fitted with two-inch plastic guards under a compulsory regulation introduced by the industrial tribunals.

■ **The four-day, 40-hour week has proved too strenuous for workers at a factory in Geretsried,** near Munich, Germany. They decided, after two years of experimentation, to return to a five-day, 40-hour week because the 10-hour day was too tiring and left insufficient time for home and family.

For a two-year trial period, the assembly line at the Geretsried plant, which manufactures refrigeration components, shut down on Thursday to give employees a long weekend. The staff was initially enthusiastic about having Fridays off, but, according to the work's council, the plant's 350 employees soon found that packing 40 working hours into four days was more than they could manage.

It is interesting to note that the German Trades Union Confederation (D.G.B.) have gone on record as being opposed to the four-day, 40-hour workweek.

■ **Meeting in Geneva, on June 17, trade union leaders** representing more than 180 million workers, **called for an international boycott of South African goods, ships and aircraft.** The resolution, passed in an effort to help eliminate South Africa's apartheid system, called on trade union organizations to urge their governments to cut political, cultural, commercial and diplomatic relations with the South African government.

Lucy Mvubelo, South Africa's leading black trade unionist, told reporters that a boycott of South Africa's goods and the calls to governments to stop public and private investment in South Africa would only harm black workers.

The delegates, representing 200 trade union organizations, passed the resolution at the end of a two-day conference backed by the United Nations special committee on apartheid.

■ **Bintu'a Tshiabola,** Minister of Labour and Social Welfare of Zaire, **was unanimously elected President of the International Labour Organization on June 6 in Geneva.** In his inaugural address, Bintu stressed the need for urgent measures to increase employment throughout the world. He said efforts made in this direction under the ILO's World Employment Program should be increased.

Bintu said, "a rise in the standard of living of our populations, and a more just distribution of wealth can be achieved only by the promotion of earning possibilities, that is, by the expansion in the volume of new jobs." Poverty, hunger and illness are linked to the phenomenon of available employment.

■ Tsunetaro Kato, Japan's ister of Labour, is planning **ference for the labour minis more than 20 nations,** to b in Tokyo this October. Exc of views on labour policie the strengthening of soli among the nations concern expected to be the princip jectives.

Kato will collect requests fro developing nations conce their economic growth and trial expansion, which will formulate the Tanaka go ment's policy on foreign nomic aid. Also to be disc are the boycott of Japanese in Thailand, and employmen labour-management proble Japanese enterprises' joint tures in Malaysia and Singap

The six-day conference w clude delegates from East, S east, Central and Southern nations.

■ **President Nixon has or a 60-day price freeze in the U States** in an effort to halt prices, which have been cli at an annual rate of more t per cent. The freeze took eff June 13. All prices paid by sumers were frozen at leve higher than those charged the first eight days of June only prices not covered those for unprocessed agric products at farm levels, and During the freeze, wages, in and dividends continued their previous control system

n announced that a wage
e was not included because
e settlements reached under
e III of the control program
not been a significant cause
e price increases. He added
as long as wage settlements
inued to be responsible and
inflationary, a wage freeze
d not be imposed.

Phase III program, which con-
d voluntary enforcement pro-
ns, came after a 90-day
ss-the-board wage-price
e in the summer of 1971, and
month program of Phase II
-price guidelines that expired
nuary. The 60-day price
e, according to Nixon, was
red to enable the Govern-
to formulate an effective
e IV wage-price controls pro-

ion in the United States to
announcement was critical,
many businessmen, labour
ers and economists comment-
at the measures did not go
ough and may have come
ate to solve price rises of
than 9 per cent a year. Leon-
Woodcock, President of the
d Auto Workers, called the
a retreat from Phase III and
hat it would not solve the
tin's problems. I. W. Abel,
ent of the United Steel-
rers of America, complained
he freeze did not include

In Canada, Finance Minister John Turner announced that the Government would not impose a similar price freeze. He expressed concern with export controls announced by Nixon to accompany the freeze. Nixon noted that one reason for high food prices in the United States was the demand abroad for American farm products, adding that "when we have shortages and sharply rising prices at home, we must put the American consumer first." It was feared that the U.S. export controls, combined with a tariff cut on meat imported into the United States, might affect the supplies of such materials as grain in parts of Canada.

■ Tune in to the grapevine—it is usually right. Keith Davis, a Professor of Management at Arizona State University, has made an in-depth study of office rumor chains and found that **about 75 per cent of grapevine information is accurate.**

"People tend to think the grapevine is less accurate than it really is," said Davis, "because its errors are more dramatic and are more impressed on the memory than its day-to-day routine accuracy." He also noted that the grapevine is fast, and employees at one firm polled said they expected to hear news first through the grapevine before a supervisor or official memorandum conveyed the information.

50 YEARS AGO

■ There had been for some time manifested among members of certain labour organizations in Nova Scotia, a movement to co-operate with the advocates of communism on the lines of the Soviet system of government in Russia, but union executive boards had refused to allow locals in the district to join this movement. Search in homes and offices of labour men by the provincial police for evidence of agitation and sedition had led here and there to threats of strikes in protest. There also had been reports that demonstrations of working men's support of various labour policies in the Sydney district and elsewhere might lead to strikes or disturbances.

The Labour Gazette, fifty years ago, reported on industrial disputes and civil disturbances connected with the above labour policies. The following is a diary of social and industrial confrontations occurring in Nova Scotia in the summer of 1923.

On June 26 the decision of the directors of the Dominion Iron and Steel Company at Sydney, Nova Scotia was received by the officials of the Amalgamated Association of Steel and Tin Workers concerning union demands for a 20 per cent increase in wages, an 8-hour day and the "check-off," that is, the reduction by the employer of union dues from the pay of those employees who belonged to the union.

On June 28, early in the morning, a strike was called and about 2,700 out of some 3,500 employed in the steel plant were reported to have ceased work. Within an hour, at 4 a.m., the chief of police was called to deal with obstruction of the street. Certain disorders occurred that same night. Attempts were made to prevent workers in the boiler house and coke ovens from working. A crowd attacked one of the gates of the steel plant, but were driven off by the steel company police and the city police. Masks were worn by some of the crowd and that night and during the days following arrests were made for assault, intimidation, wearing of masks, etc. A magistrate reading the Riot Act was knocked unconscious by a stone. About midnight the County Judge sent a requisition for troops to the Militia Officer commanding the district at Halifax, and the first detachment, 250 men, reached Sydney at 4.00 a.m., June 30, others following from time to time until about the middle of July, when the number reached about 2,000. At another reading of the Riot Act, the troops fired over the heads of the crowd, after which the disturbance subsided. The provincial Government notified both parties that it was prepared to mediate.

On July 3, the coal miner ployed by the Dominion Company and the Nova Steel and Coal Company (li Dominion Iron and Steel pany, subsidiaries of the Empire Steel Corporation) meetings and decided to against the use of provinci lice and militia in the city the strike. Between July 4 ar 16, and in support of the po assumed by the Sydney m miners went on strike in County, Nova Scotia, a Drumheller, Alberta.

On July 6, the president and tary of District 26 of the U Mine Workers of America arrested by the authorities f culating false information the action of the provincial this information appearing circular calling upon the coa ers to strike. On the sam newspapers printed a teleg message from the Interna President of the United Workers to the District Pre ordering the miners back to and pointing out that the ments with the mine ope must be carried out. The D Board replied to the interna president that the strike w about the terms of the agre but against the use of milit police in industrial dispute that the International Boar no jurisdiction in the matter

Protests against the use of and provincial police were s the Dominion Governme various labour organizatio cluding the Executive Cou the Trades and Labour Cong Canada, the latter insisting t investigation be held, also that Parliament be summo necessary to take action strikers at Sydney asked th way employees to refuse to troops and coal but this re was not complied with.

Dominion No. 2 Colliery, Glace Bay, Nova Scotia

In the discussion of the strikes attention was drawn not only to the use of the militia and provincial police but to the fact that in the present strike (as in an earlier February strike) the usual policy of the union was not followed in allowing maintenance men to remain at work and bank the fires, etc., so that loss of equipment and property might be avoided, and that in the coal strike in most of the collieries near Sydney (as in a 1922, August strike) the men operating pumps, fans, etc., were called out instead of being allowed to remain and prevent damage to the mine as was the practice during strikes so long as no attempts were made to operate the mines with strikebreakers. The coal company officials took the place of the maintenance men but in spite of this some of the collieries were flooded to some extent.

On July 11, the District president and secretary had been released on bail. On the following day the Premier of Nova Scotia reached Sydney and met the strike committee of the steelworkers together with the international vice-president for Canada of the union and later met the officials of the steel company and visited the plant. By this time the steel plant was again working in some departments.

On July 17, the press carried despatches indicating that the international president of the United Mine Workers of America had revoked the charter of District 26, suspended its officials for inciting a strike for revolutionary purposes and appointed a provisional district president. The new district president immediately ordered all miners back to work. The president of the Trades and Labour Congress of Canada announced that the miners should be loyal to the union and support the provisional district president. International organizers of the United Mine Workers were also sent to Sydney. Between July 19 to 21, several locals voted to return to work and on July 21 the remaining locals in a mass meeting decided to return on July 24. Within a few days the various locals formally, on directions from the provisional district president, voted to call off the strike.

The steel company continued operations and on July 20, 1,825 men were reported working with another blast furnace started. By the end of July conditions were reported to be not much affected by the strike and on August 1, the steel workers' union formally called it off. On July 26, the provincial police force was reduced, on July 28 the troops began to move away, and by August 15 all troops had been released from strike duty.

AN EXAMINATION OF THE LIMITS TO ECONOMIC GROWTH

BY GEORGE SANDERSON

The thesis that man must limit economic growth because we are running out of renewable resources and over-polluting the environment came under heavy fire at this year's annual general meeting of the Canadian Manufacturers' Association, held June 4 and 5 in Toronto.

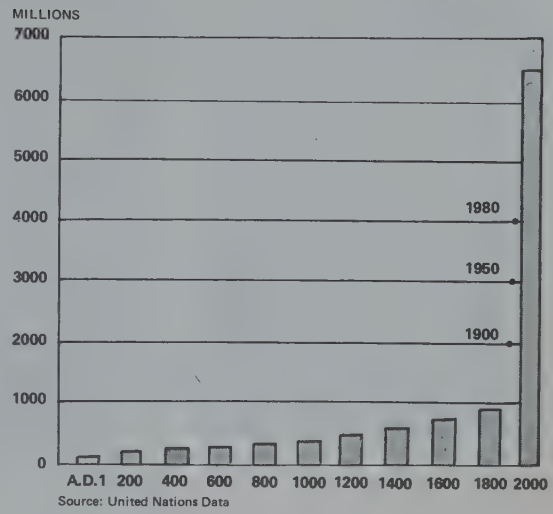
The focal point of criticism during the first day of discussions was the controversial book, **The Limits to Growth** (see page 551) a study conducted for the Club of Rome by an international team of researchers at the Massachusetts Institute of Technology. Under the direction of Prof. Dennis L. Meadows, the team examined the five basic factors that determine, and therefore ultimately limit, growth on this planet: population, agriculture, natural resources, industry and pollution; and it came to the conclusion that "if present growth trends in world population, industrial output, pollution, food production, and resou pletion continue unchanged, **the limits to gro this planet will be reached sometime within t 100 years.** The most probable result will be a sudden and uncontrollable decline in both lation and industrial capacity."

Alvin Weinberg, Director of the Oak Ridge N Laboratory of the U.S. Atomic Energy Comm told CMA delegates that **the technological as tions of the MIT study are too pessimistic.** " not to say that the Neo-Malthusianism of **The to Growth** is not ultimately justifiable; it is rath the detailed projections, with their catastroph lapses occurring in a relatively short time, are on significant underestimates of the possibili technology."

menting on the agricultural factor, Weinberg ex-
ed the belief that, from a strictly technological
of view, there is little reason to doubt that, over
ext 100 years, we will be able to produce food
any more people than the world now supports.
to provide for vastly more people—such as 35
n—at least one of two major technological
throughs will be required: (1) large-scale farm-
f the tropics, and (2) large-scale desalination
ationalization of the use of water so that de-
water can be used for mass agriculture."

case of mineral resources, he said the study er-
y "underestimating the fairly readily available
als at not much more than twice present costs,
y underplaying the doctrine of substitutability.
very material used in our society (with the ex-
on of phosphorus), **there is a more abundant,**
h more expensive, substitute." Even energy
lems can be solved through substitution, pro-
e that the global heating caused by man's pro-
on of energy can be tolerated.

WORLD POPULATION A.D. 1–2000



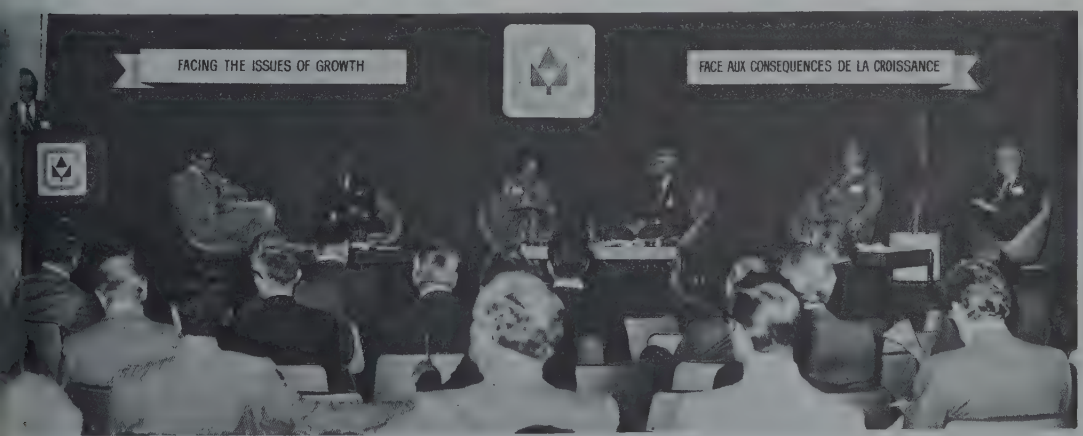
Source: United Nations Data

e subject of pollution—the newest of the limits
wth—Weinberg declared that technology has
ust begun to deal with it seriously, and that,
from thermal pollution, almost all kinds can be
bled, though at a price.

growth as something that is necessarily in conflict with the improvement of the environment," he said. "What we need is the will to **devote a proper part of our economic surplus to improving the environment** instead of spending it all on more consumer goods and services and more leisure."

itout growth, we will have difficulty feeding,
ng and housing a population that, with the best
of the birth-control experts, will continue to
se," remarked Gordon R. Sharwood, Chairman
es Ltd. and President of the Guaranty Trust
many of Canada. He suggested that growth
ul not be limited, but that its direction should
bated. "It is misguided to think of economic

Sharwood suggested setting up a system that would create a continuous dialogue between government and knowledgeable people from the private sector on the use of scarce resources. Out of this group might come "constructive solutions instead of the answers that I hear thrown about so lightly by the anti-growth advocates." He told delegates that three in particular caused him the most concern:



Alvin Weinberg

Gordon R. Sharwood

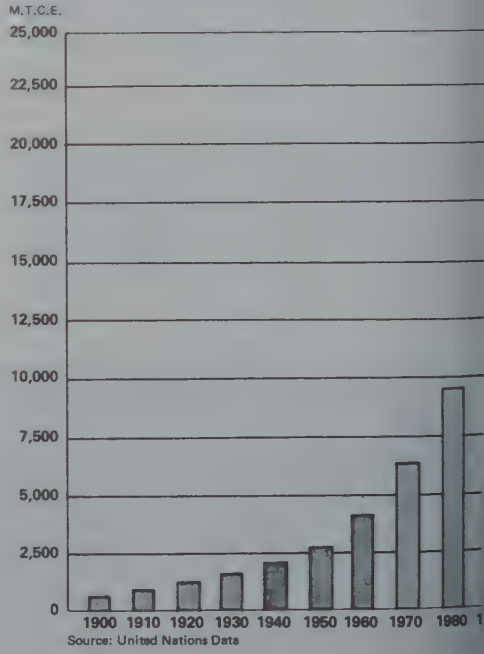
J. A. Armstrong

"The first is that the solution is to be found in nationalization of our resources. It is no wonder that the socialists embrace so heartily the anti-growth, anti-pollution thesis. All it does is further advance their own views, and criticisms of modern technology are turned into criticisms of the private sector.

"The second is criticism of the multi-national corporation. The multi-national corporation represents the kind of threat to the nation-state that the merchants of Europe in the Middle Ages did to the feudal baronies. **The multi-national corporations probably represent the greatest unifying force in the world today,** and we should make sure that they are enhanced, instead of sniping at them out of petty nationalism."

The third area where the debate on growth has "skewed our thinking" is in education and employment. "When I listen to some of our **eminent economists today suggesting that we do not develop natural resources because they do not create employment,** I believe that they would like nothing better than an army of Ph.Ds, at $18,000 a year, moving ore by wheelbarrows."

WORLD ENERGY CONSUMPTION A.D. 1900–2000 IN MILLIONS OF METRIC TONS OF COAL EQUIVA



Source: United Nations Data

J. Armstrong, President of Imperial Oil of Canada, questioned projections, contained in **The Limits to Growth,** that assume that the world supply of energy of all types is limited to 250 years at 1970 consumption levels. "There is considerable evidence, particularly in the U.S., which is the largest single user of fossil fuels, of the signals for readjustment, augmentation, substitution or other action appearing early and being accepted," he said.

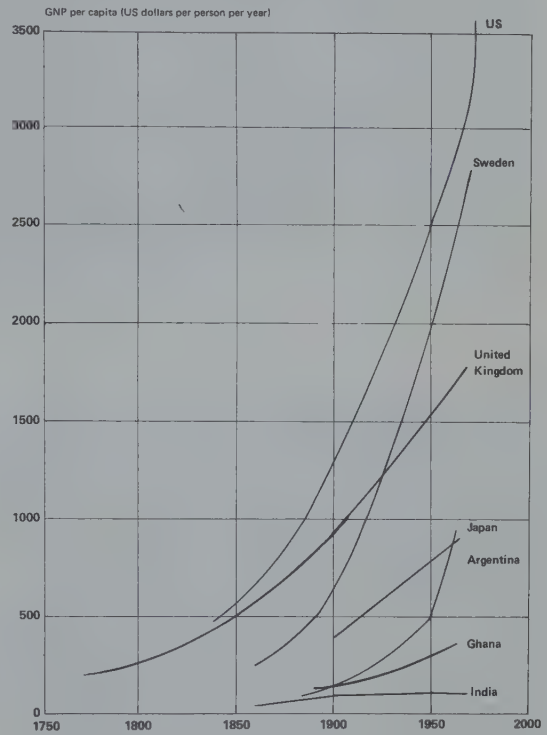
"Some of the signals appearing in our historical and forecast data show a decrease in the average annual growth of free-world oil consumption from 7.7 per cent in the '60s to about 4 per cent over the period 1969-1985. At the same time we see growth in the demand for coal in the free world increasing from 0.7 per cent a year in the period 1969-1975 to 4.5 per cent over the period 1975-1985. We estimate that the demand for nuclear energy will grow at a rate of 20 per cent during the period 1975-1985. This is energy substitution at work."

Armstrong pointed out that **the world's accessible coal reserves** have been estimated at more than eight trillion short tons, **thermally equivalent to about 30 trillion barrels of oil,** and that the technology for converting coal to synthetic gas could extend the life of conventional fossil fuel energy by many decades.

"In Canada, we are fortunate enough to have an **ample supply of fuel reserves,"** he continued. "We currently have 10.5 billion barrels of oil reserves, and we estimate that Canada's frontier areas will yield several times this amount. We have tar sands and heavy oil equivalent to about 30 times our current oil reserves; we have coal equivalent to 40 times, and uranium equivalent to between eight and 100 times our current oil reserves, depending on whether you include the breeding potential.

"Energy consumption is the key to the solution of so many of our problems that, in the short term, we are going to have some trying times. But long term, given scientific advancement, **I cannot accept that we are going to run out of energy."**

ECONOMIC GROWTH RATES



The economic growth of individual nations indicates that differences in exponential growth rates are widening the economic gap between rich and poor countries.

Source: Simon Kuznets, Economic Growth of Nations (Cambridge, Mass.: Harvard University Press, 1971).

Mrs. Thomas J. Bata

Louis S. Renzoni

E. A. Thompson

The Vice-Chairman of the National Design Council, Mrs. Thomas J. Bata, who expressed the most concern of any panel member about the implications of runaway growth, was equally cautious about doomsday predictions. She warned of the dangers of "reacting the wrong way—overreacting to growth itself, and underreacting to the challenge of managing growth." Doomsday predictions "may reinforce the cynicism of those who say that nothing can be done, and that we should live for the moment," she observed, "as well as disheartening those who might otherwise be motivated to contribute a solution to our problems. **Doomsday predictions can lead to irresponsibility, and can lend support to elitist efforts to impose totalistic solutions** without consideration for human costs."

Mrs. Bata conceded, however, that "by the end of the century—unless countervailing forces arise—demands on energy could be four times those of 1970, and 40 times greater than the 1900 level. Intellectually, we are conscious that resources, at some point, are finite, and should be developed prudently; but we fail to act on our recognition of these limitations. Too often, we behave like the frontier hunters who laid waste great herds of bison, and annihilated the clouds of passenger pigeons that once darkened our skies."

In her opinion, we have "probably devoted too
of our energies to what Mark Twain called a 'lim
multiplication of unnecessary necessaries'. Let u
mit that **we need to reappraise both our econ
philosophy and our outlook on life.** Let us admi
the 'make, use and throw away' pattern of life is
kely to be sustainable, and that we have to con
with something better.

"What may be causing disquiet is not growth it
she explained, "but the failure to apply to gr
what we know—or profess to know—about effi
intelligent, and sensitive management." She c
for a more responsible approach to the consum
of goods and services, and asked for **"better desi
increase the lifespan of products and to pro
ease of repair."**

Louis S. Renzoni, Vice-President of the Internat
Nickel Company of Canada, remarked that "ind
receives the brunt of the criticism for expon
growth and its consequences, but industry is on
sponsive to the demands of society." **Action to
or manage growth must therefore be take
society itself,** he said. Renzoni expressed confic
that technology would significantly reduce or e
nate pollution, and that man would develop su
tutes for a wide range of non-renewable resourc

speaker at the conference suggested that, in ada, **the limits to economic growth,** in the short at least, **will be determined by factors other pressures on resources, energy, and the envi-ment.** E. A. Thompson, President of Dominion s of Montreal, said that the need for jobs, output, a tax base to support our social service require-ts could be met only through economic growth; "if increasing costs of government services add easing tax burdens or obviate potential reduc-s, if labour insists on an increasing share of pro-ivity gains, and if the cost of capital investment ires growing interest payments, then obviously s will rise, real wages will not increase, or may ally decrease, our exports will suffer in world petition, and Canadians will be disappointed in ing some of their objectives."

mpson listed **six factors that could effectively the growth of Canada's economy:** (1) inconsist-r confused government policies based on politi-xpediency rather than a well-reasoned approach n economic and industrial strategy; (2) heavy rnment spending at all levels, resulting in a re-ilive tax load; (3) costly welfare programs; (4) the t liberal approach to unemployment insurance; nnual labour cost increases; and (6) lack of an onment that encourages technical excellence novative development in industry.

he greatest limit to growth, Thompson added, is ttitude of persons in industry and business. He sed them of "a complete failure to present our effectively and attractively, with full recognition r changing social environment."

Speaking in a similar vein, Daniel Sprague, Chairman of the Board of James Carter Ltd., Winnipeg, and immediate past president of the CMA, **drew attention to the plight of small Canadian businesses,** and stressed the importance of making venture capital accessible to the young and struggling company which, in manufacturing and in other areas of business, too often faces impossible odds. "This is an unhealthy state of affairs, particularly in terms of Canada's regional development," he said.

"Complex tax laws, a multiplicity of complicated statistical reports, constantly changing and sometimes conflicting legislative requirements—all these things make life difficult for the big company. It is a hundred times worse for the small one. The **federal and provincial Governments must, as a matter of urgency, find means to rationalize and simplify their regulations** and requirements, eliminating much of the overlapping and inconsistency with which we have to contend today.

Daniel Sprague

Gerard Filion

Roy L. Heenan

"Rising inflation, with all its perils, is essentially government-made. What we need above all else is a reversal of the continuing trend whereby government spending is growing faster than the economy itself," Sprague continued. "Over the past decade, the share of national earnings taken by governments has been growing at a breathtaking rate. The three levels of government in Canada are now taxing the people of Canada $1,400 each year for every man, woman and child in the country."

Sprague outlined several areas of labour-management agreement, noting that **"the relationship between management and employees** is, in practice, **not normally the adversary one that it is often made out to be.** All can agree on the desirability of the company staying in business, increasing sales, maintaining its labour force, being able to meet its payroll, offering prospects for promotion, and providing stimulating and interesting work of the kind that will boost productivity and, therefore, earning capacity.

"All can surely agree on the desirability of mi ing the share of the pay cheque that is taken Government in the form of taxation and oth ductions," he continued. "If the take-home the typical employee bears too little resembla his gross earnings, this is neither his fault nor t management."

Sprague deplored the "inadequacy" of the that "too many" investors receive on their c

"Over the past two decades, dividends hav counted for a steadily declining share of tota sonal income received each year by Canadia the same period, the proportion going to wage salaries has been breaking new records. holders—the people who risk their savings and it possible for companies to exist in the first p deserve a better break than they have had in C in recent years."

rd Filion, President of Marine Industries of Mon- and a past president of the CMA, stated that **profit margin is so thin in Canada that a great ber of businesses** are unable to keep abreast of hological progress, and **feel their existence tened."** Unless Canada is ready to sacrifice im- nt sectors of its manufacturing industry, and to its prosperity on exports of raw materials, "it is to be **necessary to relearn to live according to neans,"** he warned.

told delegates that **"a comparison of the curve dustrial salaries with that of productivity** over a ar period shows that the difference between the coincides almost exactly with the inflationary ." He argued that "the presumption current g the public that salary increases can barely pace with the cost of living doesn't stand up r examination of the facts. From 1961 to 1971, ourly rate in manufacturing increased 75 per whereas the cost of living rose only 33.4 per The difference between the two figures nants to an increase in the standard of living of ers. During the same period corporation profits om 4.4 per cent to 4.2 per cent on the sales vol- of goods and services."

over, **the wage gap between U.S. and Canadian ers is rapidly narrowing,** Filion observed. "In the Canadian factory worker's hourly wage was er cent lower than that of his American coun- t; in 1972 the difference fell to only 6.2 per cent. the present rate of inflation in the two countries, dustrial salary in Canada will have caught up hand perhaps passed the U.S. salary by 1976, so ve shall soon hear American unions calling for with Canadian workers."

menting on Filion's prediction that "confronta- between public authorities as employers and workers will increase," with strikes becoming political, Montreal lawyer Roy Heenan sur- that **the next major civil rights battle might be en the employee and his union.** "Employees, e reason for joining a union was simply to have representative to negotiate working conditions h their employers, in many cases now find them- obliged to support a very different institution," erted.

"The change in unions is more than merely a change in size: it **has become a change in nature,"** Heenan explained. "The institutionalized union has its own vested interests. Our labour laws, however, continue to reflect an economic situation of 30 or 40 years ago. Union dues, tax free in both the hands of the individual and the same union, now find themselves used for entirely different purposes than those envisaged by Judge Rand when he instituted compulsory payment of union dues. Our labour laws must be drastically amended to reflect this new situation, and to give more freedom to the individual employee in his relations with his union."

HOW TO IMPLEMENT THE HUMANIZING PROCESS

BY BONNIE CAMPBELL

There was virtual consensus among speakers at the 10th annual conference of the Canadian Industrial Relations Research Institute (CIRRI) that the worker does not like dull work. But the speakers, representing government, labour, and management, expressed divergent opinions on the means of implementing "the humanization process." The conference was held at Queen's University in Kingston from May 30 to 31.

Alan Portigal, Assistant Director of the Economics and Research Branch, Canada Department of Labour, described recent changes in modes of work production "as socio-technical experiments" that result in changes in modes of work production. "Most of these experiments encourage workers to plan ahead and assume responsibility," he said. "This may involve the formation of autonomous or semi-autonomous work groups with the replacement of supervisors by group leaders of a more democratic stripe."

Portigal outlined also the publicized experiments con ing reorganization of the place. A General Foods pet plant includes all humaniz elements: "There are autono work groups, support fun into regular job activities, jo richment, job mobility, an wards for learning 'facilit leadership."

A successful job enrichment gram for janitorial workers wa plemented by Texas Instrur in the U.S. Two years later quality of cleaning services improved, turnover had dro and the personnel require cleaning was cut, almost in

Two Swedish automakers, Saab-Scandinavian and Volvo, have assembly groups that replace the continuous production line. Both have reported a marked improvement in the quality of their product.

Scigal said that **unions, especially in North America, have had difficulty with the quality of work-life issues.** "The strategy of the labor movement in North America has been overwhelmingly to provide workers with the leisure and resources to build satisfying lives for themselves outside the workplace." He outlined his views on the role of government in the humanization process, stating that **the quality of working life should be an object of legitimate interest and concern to governments—now, even more than in the past.**

Recent research has shown that the quality of working life has definite implications for public health and welfare, and manpower policy—both areas of major government concern. Research into this area could have implications for government activities in the fields of minimum labour standards, and industrial relations policy as well."

UAW Education Director, Gordon Wilson, stated that humanization is a word introduced by the social scientists, but a word meaning little to the man on the assembly line. He admitted, however, that worker discontent often reaches the point of extreme "dissonance" as a result of severe alienation on the assembly line, creating severe morale problems like those encountered by General Motors at its Lordstown, Ohio, plant. In an effort to accelerate plant productivity at Lordstown, GM built a streamlined assembly system, automated at various points, and sent the cars through at the rate of 100 an hour; the fastest line previously had handled 60 an hour. Under the stress of a regime that automated every second of their work, employees began to break rapidly. Then the men walked out, and Lordstown had to reduce production to half capacity.

"How do you enrich an assembly line?" Wilson asked. The worker is no longer an extension of himself, but instead, has become a part of the tool with which he is working. "The worker is a type of robot; his movements are controlled by the sound of a bell or a whistle." **He argued that the only viable way of increasing job satisfaction would be to democratize the workplace.** Management would have to implement voluntary overtime, and curb its present misuse of rules and regulations. He stated that management tends to use autocratic power as an instrument of intimidation—a reference to management's practice of punishing workers before they are proved guilty. By democratizing the work environment, **the individual would participate in decision making** through job descriptions and orientation.

Wilson said that, when the worker is asked for suggestions that might contribute to the enrichment of his present working environment, his common response to the query is to get off the assembly line as

soon as possible. It is significant that, in the forthcoming negotiations between the UAW and the Big Three, the union will be putting a higher priority on pensions and early retirement. The objective is to lessen the number of years the worker has to spend on the line.

Ed Finn, Legislative Director of the Canadian Brotherhood of Railway Workers, explained the rationale behind the use of strike statistics as an indicator of worker discontent. "Although most strikes are ostensibly disputes over wages, we are becoming aware that **many strikes are motivated, as much, or more, by a deep dissatisfaction with the industrial system itself.** In recent years, workers have begun to articulate their discontent more effectively; and so their plight has been attracting more attention." Their discontent has often resulted in increased absenteeism, alcoholism, malingering, frequent job-hopping and outright sabotage.

Finn went on to say that the present system of collective bargaining cannot now deal effectively with the psychological aspects of conflict. He explained that if collective bargaining could be expanded in such a way as to include humanization, t would be less discontent. "B general terms, there seems t an obvious need to expand scope of collective bargaining new areas now ruled 'off limi strictly managerial concerns humanize and democratize workplace; to close the credi gap between union leaders their members; and to liber rather than restrict the righ strike."

George Lach, Vice-Presiden Personnel and Labour Rela for Canadian National, to view opposite to that of Finn. **stated that the present syste collective bargaining cannot attempt to solve the problem job satisfaction, technolo change or workers' rising exp tions.** He blamed the union having too strong an orient toward wage priorities, thus venting management from ma jobs interesting.

Garfield Clack, of the Econo and Research Branch, Canada partment of Labour, exam strike data as one source for uating the widespread disco among employees. **He concl that strikes were only one sure of the industrial relation mate, and should be used iously.**

(Bonnie Campbell is a gradua Carleton University working summer student with The La Gazette.)

THE STEELWORKERS' SOLUTION IS A CONSTANT MOVE TOWARD GREATER AUTONOMY

JACK WILLIAMS

Major changes in the structure of the labour movement, in Canada and throughout the world, are foreseen by William Mahoney, who, as Canadian Director of the United Steelworkers of America, heads Canada's largest union. Mahoney feels strongly that common economic interests, and the necessity for rationalization of the labour movement in Canada, are going to be key factors in bringing about a movement which, structurally, will be very different from that of today.

Mahoney, at 56, is serving what he says will be his final term as Canadian Director of the Steelworkers. There has been speculation that he may be a candidate for the office of president of the Canadian Labour Congress when Donald MacDonald steps down at the CLC May 1974 convention, but there has been non-committal on that point.

William Mahoney

In the recent Steelworkers election, Mahoney was opposed for the first time in the 16 years he has held the office; but he won another four-year term by about 10,000 votes—roughly a three-to-two victory. His challenger was Donald Montgomery, Toronto area supervisor of the union. There is little difference in the philosophy of the two men, and Montgomery's campaign was largely based on a time-for-a-change theme. This, coupled with the success of Lynn Williams in a contest for the directorship of the largest Canadian district, Ontario to the Pacific, is seen as evidence that the administration is firmly in the saddle.

A big man physically, Mahoney is also big in the labour movement. He has a reputation for both possessing and using considerable clout in conventions as well as in the inner circles. He has proved himself an effective advocate for his union and for organized labour generally, and he has won respect in company board rooms as a bargainer who is tough but ready to enter into discussion to prove his point.

Like most of the men who head unions in Canada, he came up through the ranks. Born in Wales, he arrived in Canada with his parents when he was barely a year old. He grew up in Sault Ste. Marie, and was one of the young Canadians who had their educational aspirations cut short by the depression of the 1930s. He went to work in a bush camp, and then succeeded in getting a job at Algoma Steel as a time checker; later he became an electrician's helper.

It was at Algoma that he had his first taste of unionism. This was at the time of the first appearance in Canada, of the CIO and, at the Algoma mill, of the independent union affiliated with the Steel Workers' Organizing Committee, predecessor to the United Steelworkers of America. Mahoney was chosen recording secretary of the local union; and in 1941, when he became a full-time representative, he was well launched on the career that was to take him to the top levels of the movement.

When there was concern about **communist control of labour organizations in British Columbia,** it was Mahoney who was chosen, in 1947, to tackle the difficult job of cleaning house. He was loaned to the Canadian Congress of Labour, moved with his family to Vancouver, and began organizing and directing the campaign that tipped the balance of control in both the Vancouver Labour Council and the British Columbia Federation of Labour. An unsuccessful communist effort to form a breakaway union and entice members out of the International Woodworkers of America was a key part of the struggle, and Mahoney was deeply involved. He emerged from the campaign with a national reputation; and in 1956, when Charles Millard, then Canadian director of the Steelworkers took an overseas posting with the International Confederation of Free Trade Unions, Mahoney was the natural successor to the Canadian office.

For more than 20 years he has been an officer of the Canadian Labour Congress or the CCL, and he is now the senior General Vice-President of the CLC. He has been active also in international affairs, serving on the board of the International Confederation of Free Trade Unions, and taking a prominent part in various international activities, particularly through the ICFTU, the International Labour Organization, and the International Metalworkers' Federation.

Mahoney is an effective speaker and, on more than one occasion, has been credited with swinging a debate. In conventions he walks to the microphone with the quick, decisive step of a man who knows where he is going, and he seldom wastes words getting to the point. His manner is usually soft and convincing, accompanied by a ready smile. But his voice can rise, and his message can become a biting, slashing attack. He has enemies as well as friends in the labour movement.

Although his interests are b
Mahoney never loses sight o
fact that the first concern
union is economic, and that
gaining holds top priority. He
has seen changes over the
"The methods of bargainin
much more sophisticated
they used to be," he said in
cent interview. "The impa
American conditions has
more readily recognized. I
pose the auto pact had some
to do with it. Canada's tr
problems with the United S
have held management back
thinking in terms of a one-
advantage in having Cana
wage rates lower than those i
United States.

they are going to export into American market, then they n't want to be in a position ere they can be accused of pro- ing low-wage competition to erican industry. This is a factor t did not exist 10 years ago; gestions of any kind of **wage ity** were looked on as almost chery. But **now they are begin- g to wonder whether it is really rt to have a wage difference."**

re has also been a marked nge in **attitude toward union urity,** Mahoney says. "It is less less a problem. For years we in the mining industry an olute refusal to grant union se- ty; but that is no longer an is- of any consequence. I sup- e the legislative breakthrough Quebec, providing the check- broke the back of that argu- nt."

ently the United Steelworkers been very much in the fore- t of news and public discus- ns in the continuing debate but **national versus interna- al unions.** The union is in a ter unique position. Not only is ne largest international union anada, but also it has a well- erved reputation for almost

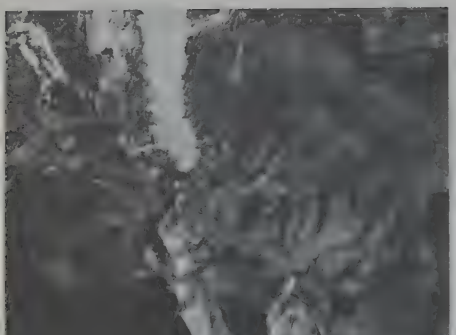
meticulously fulfilling **the requirements commonly laid down for the operation of an international union in Canada:** (1) The union holds national policy conferences on a regular basis, providing an opportunity for discussion and participation by the Canadian membership; (2) the officers in Canada are elected by the Canadian membership; and (3) there is an active all-Canadian program, backed by a large and capable technical staff that includes five persons in an industrial engineering department, four in research, four in education, three in public relations, two in legislation, two in office and technical, and a full-time solicitor. Yet, despite all this, there have been pressures within the union for a separation from the international, and the formation of a purely Canadian union.

At Kitimat, B.C., a local of some 2,000 voted last year to leave the Steelworkers. At Trail and Kimberley, a similar move was stalled when the British Columbia Labour Relations Board rejected an application from the Canadian Workers' Union on the ground that it did not meet the technical requirements of the province's Labour Relations Act.

Mahoney thinks that the implications of these situations go beyond the international union issue. **"I don't think what we faced at Kitimat is necessarily 'international'.** First they start out by asking, Why send your dues to the States? Then they ask, Why send them to Ottawa, or Toronto? Finally, if they're in British Columbia, they ask, Why send them to Vancouver?—Why not keep them right here in Kitimat? It's not just us, some of the national unions have experienced the same thing. One of the things in Kitimat, Trail and Kimberley was the suggestion that they didn't want to be run from Toronto, and that was quite equal to the emotional outcry against international unions. **It's a drive toward disjointed, separate locals scattered all over,** and they would be powerless; internationalism is only part of the question.

Mahoney is bitter about such groups as the Committee for an Independent Canada, and about the news media's approach to international unionism. "We resent the idea of people like Walter Gordon, Mel Hurtig, and Eddie Goodman (of the CIC) promoting the idea that, because of some imperfections, we should smash what we have, and start to build something new. I sometimes think perhaps they suspect that, if we smash what we've got, we won't build anything effective to replace it.

"And I resent the attitude of the press and the other news media. The CBC is among the worst; it's scandalous. Take Kitimat. We lost a couple of thousand members; we think that's serious, and it got a lot of public attention. But there wasn't any attention paid to the fact that Kent Rowley and his Canadian Workers' Union—which is supposedly riding the crest of a wave—lost 3,500 members at Falconbridge. They were affiliated to his union, but they left; and that meant 25 per cent of his total membership; yet it was all but ignored by the news media.



"We maintained our position at Trail and Kimberley, but now we have to set to work to rebuild that local and make it a more effective part of our union. I think that's where we failed at Kitimat; we just didn't get on top of it."

At the same time, **Mahoney doesn't think there is anything static about the international union relationship** that now exists for a large part of organized labour in Canada. The Steelworkers' Canadian membership of 180,000 represents 14.8 per cent of the international's total membership. In 1962 it was only 8.2 per cent. Relations between the Canadian leadership and the international headquarters at Pittsburgh are reputed to be good; **but Mahoney is convinced that his union will share in the growing trend toward national autonomy.**

"I think there are going to be constant changes," he says. "My hope and effort will be to **work toward an evolutionary change that will provide common ties, but less organic integration.** We will co-operate in the field of bargaining, particularly on a continent where we meet common employers. But, at the same time, our social, political, and legislative approaches will be more and more definitely separated; and there will be greater recognition of the fact that we have a different political system and, in some regards, different attitudes. What I'm really saying is that I believe that **there should be a constant move toward greater autonomy."**

Mahoney believes that the present international union relationship has had value in providing an opportunity for Canadians to impress their point of view on American unionists with regard to prevailing trade problems. "I think we have been effective in moderating the views of the union people in the U.S. as far as unfair trade action against Canada is concerned. What they are really trying to do is to tackle the question of trade from Taiwan, Hong Kong, and so on, especially in software like electronics, needle products, and things like that. I think we have been able to convince them that anything they do to injure their best customer may not be to their advantage.

"It's better to be in a positi talk to them. I don't thin rampant nationalists have a lution to this problem. It's a h ical fact that, once an ult tionalist gets going and can' a simple solution to a pro then he has to find a scapeg a substitute for a solution; a **ternational unions have be the scapegoat for Canadian nationalists."**

As part of the changing stru of the labour movement in ada, Mahoney expects to marked reduction in the nu of unions. **"We've got to stantly press to cut down number of unions.** They ca vive in the U.S. with a wide of unions, because they hav people to draw on; but whe get a situation such as we ha Canada, where I suppose the only about 15 or 20 unions CLC that have more membe than we have in one local in bury, it's different. **How ca expect to function nationally anything less than 20,000 or members? It's impossible;** yo can't provide the service; and there sets in a disillusion with the whole union movem

"We are going to be forced t a way to tackle this. It may about through the growth of autonomy in the Canadian tions of international unio think if there was a cons among unions like ourselve auto workers, the food and workers, the paper workers we really wanted to separat might not get as much obstru from the United States as people suggest.

think that, within the next 10 rs, we're going to see a ration- lization of the labour movement Canada with a growth of auton- y. There will probably be an ex- sion of **what happened to the mmunication Workers:** The in- ational said, go ahead and **set your own Canadian operation;** ill help you; **we want you to uction independently."**

sar as **inter-union relations** are ocerned, Mahoney anticipates **ter emphasis on co-operation argaining,** and a tightening of el between unions that have ommon interests in this area. "I o't think a central body in Can- d, compared with a place like wden for instance, will ever be bl to perform the collective bar- aining function. In Sweden, the ntral body is the bargaining gt; but here in Canada, quite ot from the international union uestion, we are a federated ountry, and we have so many dif- rences within Canada that I ot think that kind of central- zation will ever work out.

There will have to be a strength- ning of the capacity of the cen- ral national body to handle prob- ems such as education and egration. In that sense, the central body is likely to become stronger; but not in **the day-to-day work of collective bargaining;** that **will remain with the unions themselves.**

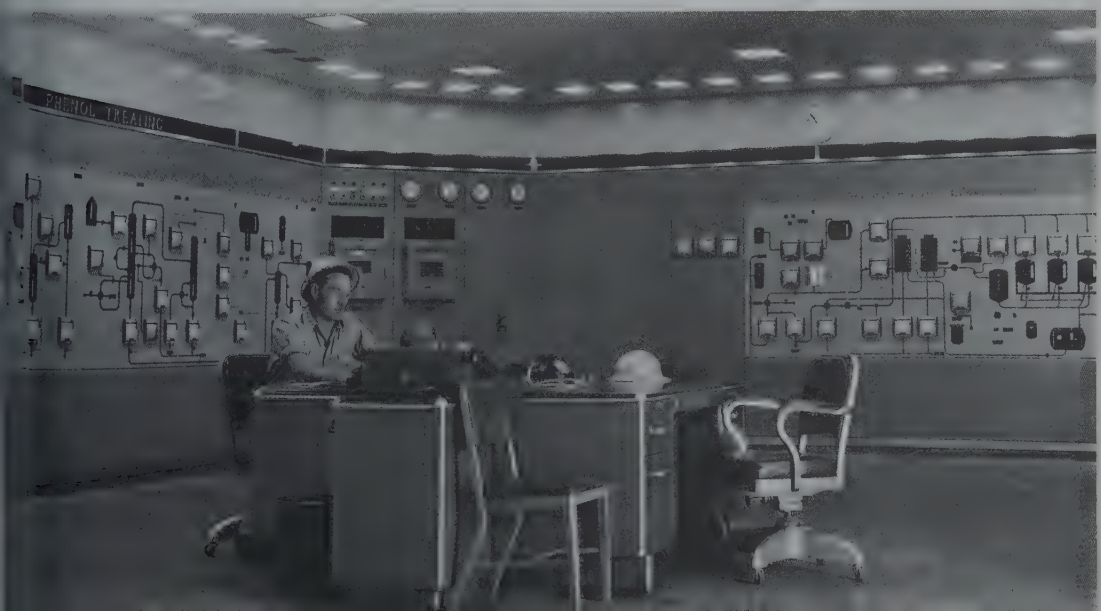
"Perhaps some day we'll see a metal workers union in Canada. We now have three unions prominent in that field: the auto workers, the machinists and ourselves. And there seems to me to be a possibility that some day, as we become more autonomous as Canadians, there may be a coming together. Perhaps, first, there would be a bargaining relationship in which you would have a joint council for bargaining purposes, and out of that, a growth toward co-operation on an industry-wide basis. These are distinct possibilities."

What Mahoney suggests, adds up to larger unions. Some critics of the United Steelworkers in Canada already regard the union as domineering, despite the fact that it has an enviable reputation for co-operating with other unions through the Canadian Labour Congress, and in various forms of joint projects.

Confronted with that opinion Mahoney replies: "Well, I think we'll always be attacked. I guesss **if you are an effective social force, you must accept the fact that you are going to get more strident opposition than if you are ineffective.** I think we are attacked because we are international, because we are big; but the real reason we're attacked is because we are socially effective; and I don't think we should be at all dismayed by that. I think it's a natural sort of thing. If you're attacking the status quo, then you're going to get your lumps in the process."

He thinks that **a tendency toward closer bargaining alliances** between unions in Canada, operative in the same industrial areas, **is likely to extend internationally.** As a board member of the ICFTU, he is frank in admitting that that organization is in difficulties, particularly because of the withdrawal of the AFL-CIO and the formation of new European alliances.

He explains: "The attitude of George Meany, President of the AFL-CIO, was that, if he could not lead, he would leave. Then the European Common Market people used the Meany example to set up a regional organization of their own. The grave tragedy, as I see it,



is that, **just when corporations are becoming more multi-national and more global in nature, the trade union movement is breaking down into regional blocs.** We are going one way, and the times are going the other.

"I think what we are going to see now is a strengthening of the trade secretariats that are on the industrial functional level. I think the International Metal Workers' Federation, for example, is going to grow in both influence and strength. And so will other trade secretariats, because they deal with industrial problems, whereas the ICFTU tries to co-relate national problems and national entities, and these are pretty hard to keep in harmony. With industrial problems, you have a great deal more common ground. We had a nickel conference in Lausanne, Switzerland, and there were union people there from as far as Australia and New Caledonia. We found we had much more in common than do the people from the central bodies of different countries."

These developments in international relations appear inevitably to involve a closer relationship with workers in the Soviet and other communist countries. Mahoney's reputation and background of hard-hitting conflict with extreme left-wing elements in Canada being what they are his attitude in this regard is particularly interesting.

"There is definitely going to be **a change in our attitude toward the communist workers' organizations,"** he declares. "I think that, just as we must live with people under different forms of government in the United Nations, so we'll have to learn to live with them in the labour movement, while still retaining different viewpoints. If President Nixon can mix with the Kremlin and the Peking leaders, then I don't see any reason why the labour movement shouldn't do the same."

Prominent in Mahoney's Toronto office is an impressive figure of a Soviet worker, given him by a delegation of Soviet metal workers who were guests of the United Steelworkers on a visit to Canada last year. "I'll be going to the Soviet later this year to return that visit," Mahoney says. And he adds with a smile, "Times really are changing."

(Jack Williams was born in E ford, England, in 1907. At the of four he came to Canada his parents and settled in th Catharines, Ontario, region w he attended public and schools. He worked for thir years with the **St. Catharines dard,** then joined the staff of nadian Press in 1941 as labour cialist in the Ottawa Parliame Press Gallery. In 1946, Will became Public Relations Dir for the Canadian Congress o bour, remaining in that post its merger in 1956 with the Tr and Labour Congress to form Canadian Labour Congress. then became Public Relation rector of the CLC and, from until his retirement in 1972, editor of the CLC magazine **C dian Labour.** The opinions pressed in his article, which i third in a series on Canada's labour leaders, are those of th thor, and do not necessarily re the views or policies of eithe Canada Department of Labo the Canadian Labour Congres

THE SHORTER WORKWEEK—POLICY FOR THE STEELWORKERS

BY M MACSWEEN

The four-day, 32-hour workweek has been endorsed as a guiding principle for future negotiations by the Canadian section of the United Steelworkers of America. At a national policy conference in Montreal, 400 representatives of the 180,000-member Canadian section emphasized the importance of a shorter week in counteracting unemployment caused by technological change. The principle will be applied in future contract negotiations by Steelworker locals.

Delegates to the conference also voted to protest the protectionist policies of the Steelworkers' U.S. leadership. The U.S. section of the Steelworkers, led by International President I. W. Abel, has given strong support to the Burke-Hartke bill now before Congress—legislation that might harm Canada's trade position by raising tariffs on goods entering U.S. markets.

A six-point policy statement was presented at the conference opposing protectionist trade interests. The statement was criticized by some spokesmen at the conference for not specifically condemning the Burke-Hartke bill,

but Canadian Director William Mahoney commented that the bill is unlikely ever to be passed. The international union, he added, is committed to seeking exemptions for Canada if there are congressional hearings on a protectionist bill. The conference policy statement supported more trade freedom in all countries, with bilateral and multilateral trade negotiations to permit growth in Canada's processing and fabricating industries.

Autonomy for Canadian Steelworkers was defeated when all but three delegates endorsed the union's commitment to international unionism, supporting a policy statement condemning "business spokesmen, politicians and pundits who use their platforms to divide the working people of Canada into fragmented and weak organizations . . ."

Four resolutions dealing with autonomy were rejected by delegates on the recommendation of the resolutions committee. The policy statement asserted that a weak and isolated union can easily be dominated by international corporations "so forceful that whole countries and governments are weak in comparison."

Speaking on the voluntary arbitration experiment signed recently between U.S. Steelworkers and the American steel companies, Mahoney said that Canadian members will not imitate the experiment. While noting that Canadian members will evaluate the experiment—an attempt to prevent industry-wide strikes by arbitration—Mahoney added: "It is our belief and experience that when you are fighting to establish important basic principles, or to break new ground against determined positions, arbitrators are not an adequate substitute for the right to strike.

"Circumstances in Canadian and U.S. steel industries are entirely different," said Mahoney. "While not wanting to interfere with the right of our colleagues to conduct this experiment in the U.S. section of the industry, we reserve the right as Canadians to take the different approach of making free collective bargaining effective without recourse to a prior agreement to arbitrate our differences."

He explained that Canadian
tors of the international unio
not participated in the vote o
experiment because they di
want to interfere with the rig
American workers to try the t

Dan Benedict, Secretary-Ge
of the International Metalwo
Federation, **said in an addres
world power is steadily shifti
multi-national firms, and
some Canadian-based mul
tionals are giving the coun
bad name by mistreating fo
workers.** He claimed that
pays workers in Columbia
day, and that the governme
Guyana was so provoked by
that it nationalized the comp
interests. He added that so-
Canadian mining companies
as Alcan, Falconbridge, and
are ultimately controlled by
capital.

NEW LEGISLATION AND THE ALBERTA FEDERATION

Le slation was the theme, and an apropriate one it turned out to be as 381 delegates gathered in Calary for the 17th convention of the Alberta Federation of Labour. **On the eve of the convention, the proosed Alberta labour act (Bill 35) received second reading in the prvincial Legislature,** and much of he Federation's business revolved around its provisions.

Although they supported many pas of the bill, **spokesmen for the Federation were disappointed wit the legislation on the whole.**

Reg Basken, President of the AFL, said in his address: "The patience with which the labour movement has awaited the amendments of the Government has been rewarded in claims of a new Alberta labour act, but in fact we have simply a new arrangement of an old composition. It is obvious that the vast majority of the Cabinet do not understand the legitimate wishes and desires of working people."

He said that the Alberta labour movement had made only minor gains in applying democratic principles to voting procedures, and that the labour movement remains one of the last areas of democratic society with no discipline over its membership. **"Our bargaining power may still be removed at the discretion of a Minister or a Cabinet** that may know nothing of the dispute, nothing of the working conditions, nor have any real knowledge of the effect that their emergency orders may decree," he said.

Reg Basken

The Alberta Federation had expressed opposition to parts of the bill before the convention opened. In a submission to the Government, the AFL objected to several claimed weaknesses in the bill. **The brief urged that the representative nature of the Board of Industrial Relations be recognized,** and it revealed concern about the expanded authority given to both the Minister of Labour and the Board under the act.

Other points noted that Alberta did not need the emergency back-to-work provisions contained in the bill, nor government supervision of strike votes by union locals. Restriction of picketing to only the employee's place of work was protested, as were the equal employer-employee penalties for staging an illegal strike. The Federation argued that companies could far more easily afford the proposed $1,000 a day fine than could individual union members.

Alberta Labour Minister Dr. A. E. Hohol pointed out some aspects of the new legislation. He claimed that provisions for the Lieutenant-Governor in Council to appoint additional members to the Board of Industrial Relations would establish a broader base of expertise for the Board's functions and authorities. Where representation votes for bargaining rights are required, the majority selection by employees in the unit would be determined by those voting, instead of those within the bargaining unit.

A. E. Hohol

Conciliation officers could be appointed by the Minister to assist parties in early mediation under terms of the legislation. **More flexibility in conciliation would be possible, Hohol said, if the conciliator has a wider choice of alternatives** and does not have to write an award. Parties themselves could accept or reject conciliation officer or conciliation board awards when issued, and the Board of Industrial Relations would not supervise or conduct votes.

Hohol referred to a provision to ensure that employers could not deny employees' or trade unions' rights established by certification by creating spin-off companies, and he added that a jurisdictional committee might be established by the Lieutenant-Governor in Council to determine dispute cases in the construction industry.

Important resolutions pass
the convention included a c
control the level of asbesto
in workplaces, and a deman
no person be made to work i
place where there is asbesto
in harmful concentrations.
other resolution called fo
minimum wage to be rais
$3.00 an hour so that full em
ment could be achieved th
government-sponsored seco
industry. Still another urge
all pension fund contributio
protected for the exclusive
contributors upon retirement
tability for all pension fund
also endorsed as an AFL goal.

A long discussion preceded
sage of a resolution dema
that federal and provincial go
ments outlaw "private polic
mies," and several speakers
demned company use of
organizations. It was also res
that the federal Governme
return for money spent as re
economic expansion gr
should obtain shares in th
ceiver company equal to
amount of the grant.

Other business discusse
cluded the workmen's comp
tion legislation that will be
duced in Alberta this fall.
Federation demanded that
sions for improved coverage
proved pensions, and incr
payments be included in the
legislation. Also announced
the application of the Civil S
Association of Alberta for
ation with the CLC.

Wliam Dodge, Secretary-Treasurer of the Canadian Labour Congress, **attacked elements in the Canadian labour movement that "apear to be determined to destroy it."** Specifically naming the Council of Canadian Unions and the Committee for an Independent Canada, Dodge claimed, "Tey seem to have plenty of money and unlimited access to the press and television. Their only propaganda weapon, which they use continually and indiscriminately, is a deep appeal to nationalism.

"Te CCU is composed of a collection of small and weak unions incapable of confronting the giant corporations of today. I want to repeat that they are small and weak, because if you pay attention to the Canadian Broadcasting Corporation and **The Toronto Star,** you might get the impression that Ket Rowley and the CCU are about to take over the Canadian Labour Congress. **The CLC has gained more members by new affiliations since January of this year than Rowley has in his entire organization."**

Dodge added that the unions that are powerful, successful and progressive do not have to depend upon flag-waving to retain the support of their members, and that these unions are the best qualified to promote the interests of Canadian members. "They depend upon their proud record, which has been the source of the strength of the international unions," he declared.

The CLC advances the principle of Canadian autonomy, he said, but not at the cost of destroying the whole movement. He proposed a peaceful evolution of the constitutional relationships within international unions, and an acceleration of this pace by the exertion of constant pressure.

Turning to the proposed Alberta labour act, Dodge observed that the last major revision of labour legislation took place in 1947, and he commented: "I have the feeling that the effect of the bill may be to advance the legislation from 1947—maybe to 1948." He stated that **few of the Federation's proposed changes had been incorporated into the Act,** modest though they were, and he claimed that Alberta is still dominated by big business interests.

Other speakers to address the convention included Calgary Mayor Rod Sykes, who welcomed delegates to the city, and Grant Notley, leader of the Alberta New Democratic Party.

J.M.

AGGRESSIVE, CO-OPERATIVE AND CONCERNED: NEW BRUNSWICK FEDERATION OF LABOUR

"One of the first things dealt with ... and to me, **one of the important, was no-fault, government-sponsored car insurance,"** said **Paul LePage, President of the New Brunswick Federation of Labour, in summing up the 1973 convention.** Other matters cited by LePage were: the call for better safety requirements at the workplace; the question of "working harder, as far as the Federation is concerned, for the development of the area"; the demands for sewage treatment plants in all communities; and the response to the bilingualism issue: **"We have committed ourselves to complete bilingualism**—very necessary in this province," LePage explained, "I am very pleased that we now will have a two-year convention ... This will give sufficient time to produce documents in both languages and there will be more debate—in both languages."

The unstated theme of the convention, fast-paced and occasionnally stormy, could have been co-operation, underscored by the Federation's achievements listed in the President's Report.

The convention was held Ju in Saint John, a city with "hi significance for the labour m ment," LePage pointed ou the birthplace of organized l in New Brunswick and host f initial N.B. Federation of L Convention in 1914." LePage on to praise the provincial ernment over the administ of the new Industrial Relatio and the "new Board unde guidance of its very liberal m chairman, George McAll Dean of Law, University of Brunswick." He also cite amendment to the Industrial tions Act, "that calls for v

ject bargaining panels as ve-
ies for carrying on collective
gaining with respect to differ-
Lorneville developments" and
uiring all area project workers
ie organized before commenc-
work: "a major step toward
ring industrial harmony during
development stages of Lorne-
, while also protecting the col-
ve bargaining rights of our af-
ites with the various panels."
age noted with approval that
**olutions from the 1972 conven-
o were dealt with, on an indivi-
ul basis, during subsequent
etings with the responsible
abinet Minister ...** and that "the
remier, at our suggestion, has in-
ted his Ministers to formally
er to Federation resolutions
aining to their department."

ievent on, however, to chide the
overnment over the Federation
ubmission to the Employment
tandards Advisory Board on the
evision of minimum wages: "Not-
ithstanding the rational solution
ontained in our brief, our recom-
nendations were not very well re-
eived by the non-labour repre-
entatives on the Board" ... and
hat near future holds little possi-
ility of any progressive advances
n the area of minimum employ-
ent standards in New Brunswick,
e warned.

While the province's new Indus-
rial Relations Act is continually
eing updated and improved, and
abour has been given permanent
eans of securing modifications
hrough its representatives on the
abour-Management Committee
f (N.B.), the N.B. Public Service
abour Relations Act, however,
oes not afford a means of contin-
ual revision, although immediate changes are warranted, he believes. A Federation committee has drafted a number of proposed amendments to that act and is seeking the support of other interested parties—the N.B. Public Employees Association, N.B. Teachers' Association and the N.B. Association of Registered Nurses—in the drafting of a joint brief.

In reviewing labour's influence over the years, LePage referred to current government legislation and policy statements that incorporate proposals advocated by past Federation conventions: **a policy statement on economic development in which the government rejected the use of tax concessions and expressed willingness to purchase equity in companies;** a policy statement on forest resources, proposing more direct responsibility in development and utilization; Bill 57, establishing forest management and protection authority; Bill 55, strengthening the Clean Environment Act; Bill 56, controlling the use of pesticides; and Bill 27, upgrading workmen's compensation benefits and establishing the permanent advisory committee.

Looking to the future, LePage urged more intensified local processing of natural resources, establishment of a government agency, similar to the Cape Breton Development Corporation, in northern New Brunswick; and better provision for workers affected by technological change.

Calling for planned development—whether industrial commercial, residential, and recreational—LePage pointed out that "a healthy social climate is only genuinely possible in New Brunswick once all geographic areas are equal in terms of economic strength."

Later in the convention, the CLC President was to return to this point: while there has been some reduction in the national unemployment rate, he said, the problem in New Brunswick has actually worsened. Recently released figures indicate a provincial unemployment rate of 13 per cent, but "these statistics, based on the province as a whole, do not even begin to tell the story of the jobless people living in ... the North Shore area." There, he charged, "the current unemployment rate is 28 per cent, which far exceeds the highest national unemployment rate of the Great Depression, which was 19 per cent in 1933."

He warned against adopting old methods of combatting inflation, adding that nothing can be accomplished by the use of restrictive fiscal and monetary policies except higher unemployment. He stated that this kind of policy measure hurts, and always has hurt, the Atlantic Region to a much greater extent than other regions of Canada.

Emphasizing the role that labour councils and locals could play in the community through involvement in projects such as with minority groups, health centers, housing, pollution control and natural disasters, MacDonald announced that, with the recent appointment of Greg Murphy, the Atlantic Region will be the first in Canada to have a full-time representative of the Congress Social and Community Programs Department.

Rodman E. Logan, Minister of Labour, in his address to the Federation, outlined also significant changes over the past year affecting the labour force. There are approximately 16,000 more persons in the labour force, with approximately 9,000 more people employed than at the same time last year. He pointed out that such a rapidly expanding labour force creates new problems that governments must solve, and he called for the creation of new employment by encouraging industries to locate in the province, and assistance in finding new markets for present industries.

Along with expansion, and growth of the labour force, and high unemployment, comes another phenomena—that of a high number of jobs available in some regions with no one to fill them, particularly in the forestry and fishing industry. Logan predicted that the same thing could happen in the construction industry. **He urged better timing of large construction projects** to overcome the problems created by a shortage of workers in one area and an overabundance in another. "Our planning can no longer be done in isolation," he said. "We must sit down with labour and industry to determine trends and investigate all types of alternative solutions. In order to accomplish this liaison, **we have established in the Department of Labour, an employment liaison group which will deal with manpower adjustment problems."**

He mentioned also the establishment of a new branch within the department, the Buildings Standards Branch, combining the office of fire marshall with the electrical installation and inspection program; the establishment of the three-man committee to review Workmen's Compensation legislation and the embodiment of some of their recommendations in amendments to the legislation; and the appointment of the employment standards advisory committee investigating proposed level of minimum wages for New Brunswick. **"Your Federation has been instrumental in recommending a number of candidates for our various advisory boards and committees,"** Logan pointed out, calling for the same degree of co-operation in the future.

On the last day of the convention, Henry Rhodes, Director of Federations and Labour Councils of the CLC spoke of the need for community involvement, singling out labour councils, which, of all the organizations within the Congress, can do the greatest good in the field of human rights, and the welfare, not only of workers but of all the citizens within the community. The council can be "the voice of all civic-minded citizens, and the community watchdog over the municipal council, the hospital board, police commis and school board. It can pro better health care, better ed tion, better recreation, b roads. It can help the youth old people, the poor and the nority groups." As an examp effective community service spoke of one labour council had established a committe counsel appellants to the Un ployment Insurance Board of erees. Over 80 per cent of cases the committee had with had been won.

Among the resolutions consid by the convention was one ca for Federation support of the "on the basis of $.01 a mem each year. One delegate, a officer, said that he did not a with the resolution, instead ur financial support from indivi affiliates of the federation. convention failed to approve resolution.

Other resolutions advocated ernment takeover of nur homes and the New Bruns Telephone Company, a basic ter exemption for senior citi and the establishment of a ister responsible for the affai senior citizens.

LePage was returned as Presi of the Federation; other off are Alvin Blakely, Secretary- surer; Area Vice-Presidents Hodges, Saint John; Gary Mu Moncton; Timothy McCa Newcastle; John McEwen, housie; Rolland Blanchette, mundston; Ronald Cronkite, ericton; and Eric Petrie, Bathur

LABOUR LEGISLATION IN 1972

PART 6: CONSTRUCTION INDUSTRY, SPECIAL GROUPS AND EMERGENCY LEGISLATION

BYCAL MCKERRAL AND LIIS PAINTER

During 1972, Nova Scotia introduced an accreditation scheme for employers' organizations in the construction industry. The Alberta accreditation scheme was amended, as was the Québec Construction Industry Labour Relations Act. New Brunswick established a special collective bargaining procedure for the construction of the thermal power project and other future industrial development projects in the Lorneville area. (See page 542.)

There was also considerable activity in legislation governing special groups. Ontario and Prince Edward Island established new collective bargaining procedures for public servants, and changes were made in Alberta, Manitoba and British Columbia. Teachers were dealt with in Prince Edward Island, Nova Scotia and Saskatchewan, policemen in Ontario and Manitoba; and nurses in Prince Edward Island.

Two emergency laws were passed by the Parliament of Canada, ordering resumption of work in the ports of Montreal, Trois Rivières and Québec, and on the West Coast. Québec halted a widespread strike in the public sector and ordered resumption of essential hydro services.

CONSTRUCTION INDUSTRY

Effective October 1, 1972, the new Nova Scotia Trade Union Act provides that the construction industry is covered by Part I (Industrial Relations Generally), unless there is some special provision in Part II (Construction Industry Labour Relations).

The definition of construction industry has been changed to limit it to "on site" work. A trade union is defined as a union that according to established trade union practice pertains to the construction industry.

The definition of employee has been changed in order to circumvent the difficulties associated with collective agreements concluded during the off-season, when there are no employees or the employee group is unrepresentative. An employer is any person who employs, or in the preceding 12 months has employed, more than one employee and who operates a business in the construction industry.

The new legislation allows members of the Construction Industry Panel to be appointed as alternate members of the Labour Relations Board and Board members to be appointed to the Panel as alternates. The Chairman of the Board may be appointed Chairman or Vice-Chairman of the Panel.

The members of the Panel may confer separately with the Chief Executive Officer in order to decide not only on interim cease and desist orders with respect to work stoppages and in other uncontested cases (as may members of the Board), but also regarding applications for certification.

The Construction Industry Panel is required to determine appropriate bargaining units by reference to a geographical area, rather than having the option to do so, as formerly. Provision is made for certification of trade union councils; in order to be certified, the council must be a properly constituted organization. A member of a constituent trade union is deemed to be a member of the council.

Negotiations must begin within five days of notice to bargain, unless the parties agree to an extension of this time limit. Notice may be given by a trade union, trade union council, employer or accredited employers' organization. Previously, a certification order issued by the Panel constituted notice to bargain.

In the construction industry, a conciliation officer may be appointed at the request of either party or upon the initiative of the Minister, where, in his opinion, it is advisable to do so. There is no reference to a conciliation board.

A strike or lockout cannot take place until a conciliation officer has failed to bring about an agreement, and either 90 days has elapsed since notice to bargain was received (in the case of a first agreement), or the termination date of the agreement has passed (in the case of an existing agreement being renegotiated).

ACCREDITATION

Nova Scotia introduced an accreditation system for employer organizations in the construction industry, and Alberta amended its "registration" procedures.

In Nova Scotia an employers' organization claiming to represent the unionized employers in a particular sector of the industry and geographic area may apply to the Construction Panel for accreditation as the exclusive bargaining agent for all unionized employers in the sector and area applied for.

A unionized employer is one employing unionized employees, who may belong to any trade union or council of trade unions. Consequently, accreditation is not specific as to trade union, and it simply establishes the applicant organization as sole bargaining agent to bargain with all unions in a particular sector and area. The accredited organization is only entitled to bargain separately with each trade union. Multi-trade bargaining is not mandatory, although it is envisaged.

A sector of the industry is defi as one of the following divisi of the construction industry: dustrial and commercial; hou building; sewers, tunnels and termains; road building; or other sector determined by Panel

In order to be accredited, the ployers' organization must hav members either a majority of unionized employers in the se and area, or at least 35 per cen the unionized employers, vided that its members emplo majority of the employees of unionized employers in the se and area.

accreditation purposes, an employee is a person who was on the payroll of an employer for the weekly period immediately preceding the date of application for accreditation, or such other weekly period as the Panel considers appropriate.

Where an application for accreditation is made, the Panel is to determine the geographic area and sector that is appropriate for accreditation, and it may combine geographic areas, and include or exclude employers in or from the bargaining unit. The Panel must also determine the number of unionized employers in the area and sector, and the number of those who are members of the applicant organization. If necessary, the Panel may hold a representation vote.

Before granting accreditation, the Panel must satisfy itself that the employers' organization will be able to carry out its obligations. It must be a properly constituted organization controlled by its members, and its members must have vested it with the necessary authority. The Panel may dismiss or postpone the disposition of the application to enable the constituent employers to vest appropriate authority in the organization. These provisions also apply to trade union councils in the construction industry.

Accreditation is prohibited where an employers' organization has discriminatory membership requirements. No employer may be denied membership in an accredited employers' organization for a reason other than a refusal to pay the ordinary dues and assessments required of all members. An aggrieved employer may make a written complaint to the Panel, which has the power to order that the employer be given membership in the organization.

Once it is accredited, the employers' organization has exclusive bargaining rights in respect of all employers in the bargaining unit, and a collective agreement entered into by the organization and the trade union or council of trade unions is binding on such employers and their employees. These provisions also apply to employers for whose employees a trade union or trade union council subsequently obtains bargaining rights, whether by certification or voluntary recognition, and whether or not the employer becomes a member of the accredited organization. In addition, employers whose membership in the organization is terminated are bound by its agreements until such time as the organization's accreditation is revoked.

An employer, not in the construction industry, but having some employees represented by a certified craft union, is not bound by an accreditation order. This exception is intended to cover situations where some employees are represented by a construction union (e.g., bricklayers in a steel mill). The union will bargain with the employer rather than the accredited organization.

After accreditation, bargaining between the union and individual employers is prohibited, and any collective agreement so negotiated is void; however, agreements in existence prior to accreditation remain binding until their expiry date, at which time they are to lapse and be replaced by the collective agreement concluded by the organization and the union. This provision applies regardless of the original agreement's renewal clauses.

Any of the employers covered by an accreditation order may apply to the Panel for a declaration that the accredited organization no longer represents the employers in the bargaining unit. Application for revocation may be made if no collective agreement has been negotiated within 12 months of accreditation, or after the 46th but before the 49th month of the operation of the accreditation order, or during the three months immediately preceding the end of every third year thereafter. (Reference is made to the accreditation order rather than a collective agreement since the organization may be bound by several collective agreements with different expiration dates.)

If, after an investigation, the Panel is satisfied that a majority of the employers no longer wish to be represented by the accredited organization, and that those employers employ a majority of the unionized employees, the Panel may revoke the accreditation. Accreditation may also be terminated if the employers' organization informs the Panel that it no

longer wishes to represent the employers in the unit. When accreditation is terminated, all the rights, duties and obligations of the employers' organization under the Act or any unexpired collective agreement revert to the individual employers.

Agreements between a union and individual employers in the bargaining unit to provide employees during a legal strike or lockout are prohibited.

The amendments to the Alberta Act are designed to improve the operation of the registration system. The main amendments, which went into force June 2, 1972, are outlined below.

An application for registration of an employers' organization may be made only at a time when the majority of the employers affected are not bargaining with the union. The authority of the Board in processing applications is clarified.

Collective agreements entered into by a registered organization are binding on members of the organization and on employers with whom the union subsequently establishes bargaining rights through certification. The agreement is now to be binding also where bargaining rights are acquired by recognition through the signing of a collective agreement, and where an employer agrees to be bound by the agreement concluded by the registered organization. It is made an offense to enter into individual agreements.

When an organization is registered and commences collective bargaining, existing individual agreements will be extended until, and will terminate, when the organization concludes a collective agreement, or a strike or lockout takes place. Where an individual agreement terminates before the organization concludes an agreement, an interim agreement may be made. An individual agreement made after 60 days following a strike or lockout is to end when the registered organization concludes an agreement.

The Board is given authority to rule on the successor rights of registered employers' organizations.

QUÉBEC

The Québec Construction Industry Labour Relations Act was amended March 24, 1972, primarily to protect freedom of association. The amendments, which had been under study by the Department of Labour and Manpower and the Construction Industry Commission for over a year, were passed at an emergency session following a violent confrontation between members of the C.N.T.U. and Q.F.L. affiliates at Sept Iles.

The amending Act forbids construction employees to belong to more than one union and makes it illegal for unions and employers to interfere with freedom of association.

The fines for illegal strikes lockouts are considerably creased and made applicab slowdowns. The Attorney-Ge is required to make an in whenever a violation of the brought to his attention by w complaint. If he is of the op that a violation has occurre must prosecute the offend circumstances warrant.

NEW BRUNSWICK

New Brunswick amended it dustrial Relations Act on Jun 1972 to establish the Lorn Area Projects Bargaining Au ity, which has sole bargainin thority for its members.

Membership in the Author compulsory, either direct through an employers' orga tion, for all employers and tractors engaged in constru work in the area, and for all ers. Actual bargaining is to b ried out by two seven-me panels—one for the thermal p site and one for other indu development projects in the The panels may bargain jointl

All construction contractors subcontractors on the pr must be unionized. All con will contain the requirement for work on the site, the co tor give exclusive recognition trade union or council of unions in the recognized bui trades for the duration of the tract.

ECIAL GROUPS

BLIC SERVANTS

tario and Prince Edward Island ablished new collective bar- ning procedures for public ser- nts, and Alberta, Manitoba, and ish Columbia amended their islation.

ective December 29, 1972, the tario Crown Employees Bar- ning Act established a formal lective bargaining system for blic servants similar in many re- cts to the one in the private tor. However, strikes and lock- ts are expressly forbidden, and resolved disputes must be re- ed to binding arbitration.

e Ontario Public Service Labour lations Tribunal is established deal with applications for rep- entation rights, appointment of diators and unfair practices mplaints. The Tribunal is to sist of one or more adjudica- s appointed by the Lieutenant- vernor in Council.

Most public servants, including employees of Crown agencies, are covered by the Act. Excluded are employees of the Ontario Provincial Police (for whom a special bargaining procedure has been set up), Ontario Hydro, the Ontario Northland Transport Commission, and colleges of applied arts and technology.

Excluded from the definition of employee, and thus from collective bargaining, are managerial and professional employees, casuals, temporary and contract employees, persons employed in the office of the Provincial Auditor, the Speaker, Deputy Speaker and the Clerk of the Assembly, and persons engaged and employed outside Ontario.

The managerial and confidential exclusion is quite wide, embracing persons: (1) employed in a position confidential to the Lieutenant-Governor, Ministers, judges of the provincial court, deputy ministers or chief executive officers of Crown agencies; (2) involved in the formulation of budgets or organization objectives and policy in relation to program development and administration; (3) spending a significant portion of time in the supervision of employees; (4) being involved in the grievance process on the employer side; (5) adjudicating or determining claims for compensation made pursuant to any statute; (6) employed in a position confidential to any of the aforementioned persons; (7) employed in a confidential capacity in matters relating to employee relations, including a person employed in a clerical, stenographic or secretarial position in the Civil Service Commission or in a personnel office in a ministry or Crown agency; (8) or excluded by the Tribunal because of duties and responsibilities to the employer.

In order to bargain collectively, an employee organization must be granted representation rights by the Tribunal in respect of an appropriate unit of employees. Organizations that support a political party are excluded.

The employer is to be represented by the Management Board of Cabinet for the civil service and by a body designated by regulations in the case of a Crown agency.

The procedures governing the granting and rescinding of bargaining rights and negotiations parallel those set out by the Labour Relations Act, except as regards to time limits. Existing units and bargaining agents are to continue when the Act comes into force.

The Act outlines in detail the issues that are or are not negotiable. In addition to wages, hours, overtime and fringe benefits, the parties may bargain over the procedures applicable to the processing of grievances; the methods of effecting promotions, demotions, transfers, lay offs or re-appointments; and the conditions applicable to leaves of absence for other than elective public office or political activities or training and development.

On the other hand, certain functions belong exclusively to management and cannot be the subject of either bargaining or arbitration.

These include, but are not limited to, the right to determine employment, appointment, complement, organization, work methods and procedures, kinds and location of equipment, discipline and termination of employment, assignment, classification, the job evaluation system, training and development, appraisal, superannuation and the principles and standards governing promotion, demotion, transfer, lay-off and reappointment.

Where bargaining has failed to produce a collective agreement, either party may request the Tribunal to appoint a mediator. The Tribunal is free to appoint or not appoint a mediator. If a mediator is appointed and is successful in settling the dispute, a collective agreement is entered into between the parties.

Where the Tribunal refuses to appoint a mediator or the mediator fails to solve the dispute, binding arbitration is mandatory. Arbitration proceedings are conducted by a three-man board, with each of the parties appointing one member. The Lieutenant-Governor in Council must appoint a person to be chairman of every arbitration board for a renewable term of two years.

Several factors are to be taken into account by the board in reaching its decision. These include the need for qualified employees, the conditions of employment in similar occupation outside the public service, the desirability of maintaining appropriate relations between different classifications in the public service, and the need to establish fair and reasonable terms and conditions of employment.

Collective agreements must not contain provisions requiring legislative implementation, other than for the appropriation of moneys. Also prohibited are provisions requiring membership in the employee organization as a condition of employment.

Subject to the regulations, an agreement may provide for payment of dues to the employee organization; however, the Tribunal may exempt an employee who, as a matter of religious conviction, is opposed to such payments. As an alternative, the employee is required to pay an equivalent amount to a charitable organization agreed to by the employee and the organization or, failing agreement, designated by the Tribunal.

Where the collective agreement does not specify its term of operation, its term is deemed to be two years. If the parties cannot agree on a term, the arbitration board must provide for at least a two-year term.

Collective agreements are deemed to provide that disputes concerning the interpretation, application, administration or contravention of the agreement (including whether the matter is arbitrable) which the parties are unable to settle may be referred to the Public Service Grievance Board for final and binding arbitration.

If the Grievance Board determines that a disciplinary penalty or dismissal is excessive, it may substitute another penalty which it considers just and reasonable under the circumstances. The decisions of the Grievance Board are enforceable by filing in the Supreme Court.

The Act is enforced by the Tr
nal which investigates compla
and may, where it sees fit, o
certain corrective measures to
taken. The Tribunal may, upon
plication by one of the parties
sue a declaration that an ill
strike or lockout is taking plac
is about to take place.

No prosecution under the Act
be instituted without the wri
consent of the Tribunal. Wher
constitution and by-laws perm
parent body may place a mem
employee organization un
trusteeship for up to 12 mon
The Tribunal may continue
suspension for an indefinite
riod of time if it so desires.

Previously, the terms of emp
ment of Crown employees w
negotiated in the Joint Cou
consisting of representatives
the Treasury Board and the
Service Association of Onta
The Association is the statut
recognized bargaining agent
province-wide units of employ
Where agreement was
reached in the Joint Council,
Minister of Labour could app
a mediator. If mediation failed
no mediator was appointed,
Civil Service Arbitration Board
cided the matter.

Under a new section added to
Prince Edward Island Civil Ser
Act, the Minister must "con
and negotiate" with the Prince
ward Island Public Service Ass
ation. Previously, the Associa
could merely make recommen
tions to the Lieutenant-Gover
in Council through a Joint Co
cil.

Under a new regulation of December 2, 1972, the Association is to continue to represent civil servants for a period of two computed agreement negotiations or three years from the date of the first agreement, whichever is later. Following this period any organization of civil servants may apply and be designated as the authorized representative, if it represents more than 50 per cent of the civil servants. The bargaining agent may also be divested of its representative authority if it provides funds to or endorses a political party, ceases to be a legal entity, or fails to make an annual financial statement.

A consulting body called the Provincial Council has been established. Among its duties is the evaluation of the effectiveness of the negotiation procedures and grievance mechanisms. It can also recommend the establishment of a Departmental Council in each department or agency.

The parties are to meet not less than six months before the expiry date of an agreement to determine the data and information that each should make available to the other or develop under joint agreement. They must then meet not less than four months before the expiry of the agreement to present and analyse the data and information collected and, prior to commencement of negotiations, must attempt to resolve as many issues as possible through mutual consultation.

Either party may give notice to bargain three months preceding the expiry date of an agreement; however, the parties may commence negotiating at any time by mutual consent. Negotiations must commence within 14 days. A copy of the notice is to be delivered to the government authority.

When negotiations have continued unsuccessfully for six weeks and either party requests the Minister of Labour to appoint a conciliation officer, the Minister may do so within seven calendar days. If an agreement is not reached by the expiry date of the agreement, conciliation stops and the conciliation officer submits his report to the Minister.

At this point, if either party requests the appointment of a board of arbitration or the Minister deems it advisable, the Minister must appoint three members—a union representative, a government representative and a Chairman chosen by the Minister. The Chairman is to be nominated by the government authority, with the consent of the authorized representative, for a minimum two-year term. If mutually requested by the parties, the Minister may appoint a one-man arbitration board. The board is to commence hearings not later than 10 days after it is appointed. Initial submissions are to be made with both parties present, with each having the opportunity for rebuttal.

The board of arbitration is empowered to make awards on salaries, wages, hours of work, overtime, other allowances for work performed, vacations holidays with pay, grievance procedures and such other items as are presented by mutual agreement of the parties; however, it cannot make a decision upon matters already resolved but may, after consultation with and agreement of the parties, alter such matters in order to arrive at its award.

The factors that the arbitration board must take into consideration are similar to those in Ontario. However, priority is given to valid comparisons with better paying employers in the private sector who have modern employee relations and with other governments and companies in the Atlantic provinces, but having regard to the varying economic capabilities of the provinces.

Within 30 days of the arbitration decision, the parties are to sign an agreement for a minimum term of one year and a maximum of three years.

Alberta revised the two Acts governing the collective bargaining procedures for public servants and employees of Crown agencies, effective June 2, 1972. The principal change is the establishment of binding arbitration as the final step in dispute settlement.

Notice to bargain must now be accompanied by proposals regarding terms and conditions of employment. A six-member negotiating committee, representing the government or the agency and the Civil Service Association of Alberta continues to make recommendations regarding the proposals. Unresolved issues are to be referred to a three-member arbitration board for a final decision.

Previously, matters in dispute were referred to a three-member mediation board for recommendations. If any recommendations were rejected, the Executive Council or the agency and the Association were to meet and seek an agreement. The Executive Council or the agency made the final decision regarding matters on which agreement could not be reached.

The Act outlines the factors which the arbitration board must take into account when determining an issue: the interests of the public; the conditions in similar occupations outside the public service, including relevant geographic, industrial or other variations; the need to maintain appropriate relationships between different classifications and occupations; and the need to establish fair and reasonable terms in relation to the qualifications required, work performed, responsibility assumed and the nature of the services rendered.

The Manitoba Labour Relations Act now applied to the Crown. As of January 1, 1973, civil servants come under the Act, except where special procedures are established under the Civil Service Act. The latter Act provides that unsettled disputes are to be referred to binding arbitration.

The special mediation procedures for employees of Crown agencies and municipal policemen were abolished, as were provisions enabling the Lieutenant-Governor in Council to make a declaration of essential services, thus stopping or preventing a strike of such employees.

With the abolition of the British Columbia Mediation Commission, unsettled civil service disputes are no longer to be referred to it for binding mediation. At present, no legislation governs collective bargaining in the civil service, but a commission appointed to inquire into the matter reported at the end of 1972.

TEACHERS

Collective bargaining procedures under the Nova Scotia Teaching Profession Act were changed May 13, 1972, by the addition of a conciliator stage before the conciliation commission stage. Where the Nova Scotia Teachers' Union and the school board cannot reach agreement, the Minister of Education may appoint a conciliator at the request of either party or upon his own initiative.

Every "professional" agreement must now contain a formula for final settlement (by arbitration or otherwise) of disputes concerning its meaning or violation. If such a provision is missing, the Minister may prescribe one on the application of either party.

A 1971 amendment to the katchewan Teacher Salary Ag ment Act that enabled the ister of Education to r unsettled disputes to compu arbitration has been deleted May 5, 1972. The responsibilit appointing the chairman of a bitration board where the two members fail to do so been transferred from the Min to the Chief Justice of Saskat wan.

The Prince Edward Island La Act, Part I (Industrial Relati excluded teachers from the de tion of employee and thus the collective bargaining pr dures of the Act.

The exclusion was broadened to embrace teachers and other "instructional personnel" designated by the Minister and "non-instructional personnel" such as school bus drivers, janitors, administrative and service staff, and such other persons as are designated by the regional school board.

Regulations issued under the School Act in June 1972, set out the procedures for negotiation and settlement of a contract between instructional personnel and the regional school boards. As in the case of civil service negotiations the parties must exchange data and information six months before the termination of the agreement and meet within 4 months to discuss the matter at hand and resolve as many issues as possible through mutual consultation.

Within a period of three months and 14 calendar days previous to the expiry date of the agreement in force, either party may require the other to commence negotiations. When such notice has been given, the parties must commence negotiating within 14 days; however, the parties may negotiate at any time by mutual consent.

Either party may request the appointment of a conciliation officer by the Minister of Labour if negotiations have not commenced within the fore-mentioned 14 days or if negotiations have commenced and continued for 45 days without yielding a teacher agreement.

Such a request is to be accompanied by a statement of the difficulties encountered before the commencement or in the course of negotiations. The Minister must appoint a conciliation officer within seven days of receiving the request; he may also appoint a conciliation officer at any time he deems it advisable to do so.

If after the conciliation officer has been appointed, the parties fail to reach an agreement by the expiry date of the agreement in force, conciliation is to cease and the conciliation officer is to submit his report to the Minister of Labour.

A three-man board of arbitration shall then be appointed if either party requests such action in writing, or if the Minister of Labour is of the opinion that such action should be taken.

The board is to commence hearings within 10 days of its being appointed and must deal with the matters not resolved through consultation, negotiation or conciliation; however, after consultation with the parties, the board may consider previously resolved matters in order to arrive at its decision.

In making its award, the board is to take into consideration the relationship of income and other benefits for Prince Edward Island teachers to those available to teachers in the other Atlantic provinces; the trends and interrelationships of pay and other factors within various professional groups in both the private and public sectors; the requirement to obtain and retain competent teachers; the relationship between pay, professional qualifications and responsibility; and such other factors as the board may deem relevant including conditions of work and fringe benefits.

The board is to make an award covering all matters in dispute between the parties and is to furnish copies to the parties and the Minister of Labour, who is in turn to submit a copy to the government authority.

Within 30 days of the board's making its award, the parties are to sign an agreement for at least one year embodying all matters settled in the award and all matters previously agreed upon in negotiation or conciliation.

Regulations also established certification and collective bargaining procedures for school bus drivers and other non-instructional personnel.

POLICE

In Ontario, an amendment to the Public Service Act enacted collective bargaining procedures for the Ontario Provincial Police force effective December 29, 1972. Recognition was given to the Ontario Provincial Police Negotiating Committee and the Ontario Provincial Police Arbitration Committee, previously established by regulation.

The procedure applies to cadets, probationary constables, constables, corporals, sergeants and staff-sergeants, including detective-sergeants, traffic sergeants and identification sergeants.

The O.P.P. is allowed to form an "association", which has exclusive bargaining rights. It must represent a majority of the members on the force, and cannot maintain an affiliation, either directly or indirectly, with a trade union or any other organization that is affiliated with a trade union.

Collective bargaining between the Crown and the O.P.P. is conducted through the Ontario Provincial Police Negotiation Committee, which consists of seven members—three from the staff side, three from the employer side, and an independent Chairman who is not allowed to vote. All members are appointed by the Lieutenant Governor in Council, those on the staff side on the recommendation of the Association.

The Act oulines in detail the matters that are bargainable; these are similar to those under the Crown Employees Collective Bargaining Act.

Decisions of the Negotiating Committee require the approval of both sides before they can become binding. On the staff side this approval is given by the Association's Board of Directors, and on the employer side by the Board of Management Control.

Any matter which cannot be agreed upon is to be referred to the Ontario Provincial Police Arbitration Committee for a final and binding decision. This Committee consists of a Chairman appointed for a two-year term and a member each recommended by the staff side and the employer side.

Collective agreements and arbitration awards are to be implemented by order of the Lieutenant-Governor in Council.

The Police Act, which governs collective bargaining by municipal policemen, was also amended as of December 1, 1972.

The principal amendment was
establishment of the Ontario
lice Arbitration Commission.
Commission is to oversee a
time arbitrator and develop a
ister of readily available and qu
fied part-time arbitrators. It is
to lend administrative and tec
cal assistance to arbitrators,
sponsor research programs, pu
cation and distribution of in
mation relating to arbitration
cesses and awards.

The new Commission will cor
of five members appointed by
Lieutenant-Governor in Cou
Two members, other than
chairman, will be representativ
police governing bodies and
others of members of po
forces. They are to be appoi
for two-year renewable terms.

The full-time arbitrator on
staff of the Commission is to
appointed on its recommenda
by the Solicitor General. All a
trations are to be conducted

ingle arbitrator, rather than a three-member board, as previously. As many arbitrations as possible are to be referred to the full-time arbitrator.

The amended Act permits notice to bargain to be given during the 90-day period before the end of the agreement. Bargaining must commence within 15 days of notice rather than 60 days.

Previously, the Act provided that boards of police commissioners had to bargain. This was interpreted to mean that the entire board had to bargain. The amendment allows a board to designate one or more of its members as a bargaining committee. Municipal councils are provided with direct access to the arbitration process, whereas, where there is a board of police commissioners, councils have to make direct representations to the arbitrator.

A conciliation stage is added to the bargaining process. The conciliator is to be appointed by the Solicitor General upon the request of either party. He must report within 14 days unless the period is extended by agreement of the parties or by the Solicitor General on the advice of the conciliator that an agreement may be made within a reasonable period.

NURSES

Under the Nurses' Act, the Association of Nurses of Prince Edward Island is the licensing body for the profession, and membership in the Association is mandatory in order to practice nursing in the province. The Association is also to be the bargaining agent for its members.

EMERGENCY LEGISLATION

The Parliament of Canada passed two pieces of emergency legislation during 1972 ordering the resumption of port operations on the St. Lawrence and the West Coast. Québec halted a strike in the public sector and later required Québec Hydro employees to provide essential services that had been discontinued during a work stoppage.

On July 6, Parliament enacted the St. Lawrence Ports Operations Act (Bill C-230), ordering striking longshoremen at Montreal, Trois-Rivières and Québec back to work. The walkout began May 16 as the result of a disagreement over the breaking up of the traditional 16-man work gangs. The union subsequently rejected a ruling of the arbitrator, Judge Gould, that management's interpretation of the relevant clause of the recent collective agreement was correct and the strike illegal.

Bill C-230 prohibited strikes and lockouts during the current agreement, i.e., until December 31, 1974. The implementation of the job security plans contained in the agreement was to be postponed until a date decided by an arbitrator; the arbitrator is authorized to make any necessary modifications in the plans.

The West Coast Ports Operations Act (Bill C-231), passed at an emergency session of Parliament, ended a strike by longshoremen that began on August 23 in Vancouver and spread to five other ports.

Negotiations were to be resumed and the expired collective agreement was extended until a new agreement was signed or until December 31, 1972, whichever was earlier. Provision was made for mediation services.

Bill C-231 also precluded the possibility of a strike by grain handlers, who were negotiating at that time; a strike could be prevented upon proclamation of the relevant part of the Act.

In Québec, an Act to ensure resumption of services in the public sector (Bill 19) was passed April 21 to end an 11-day strike by civil servants, teachers, hospital workers and employees engaged in social services. (Under a 1971 law, an Act respecting collective negotiations in the education and hospital sectors, teachers and hospital workers had been bargaining for province-wide agreements, with the government as a party to the negotiations.)

The Act set a deadline of June 1 for a negotiated settlement to be reached. If this were not achieved, the government would, by June 30, impose a contract effective until June 30, 1974. Strikes and lockouts were prohibited during the interim period.

On June 30, Bill 53 extended the deadlines. A party that considers that an agreement cannot be reached before September 15 is required to give notice to the Minister of Labour and Manpower and the other party. If the government then considers that a negotiated settlement cannot be reached, the matter must be determined by decree between August 3 and September 15. The decree, which cannot be for a period beyond July 1, 1975, must include all matters already agreed upon and the employers' final offers submitted before June 27.

A method for settling any conditions of employment not dealt with by the decree must be included; however, the parties may, with the approval of the Minister, agree to continue negotiations until a date later than September 15.

The strike ban is correspondingly extended, and the Minister is charged with ensuring that negotiations are carried out diligently and in good faith.

Effective November 15, an Ac
specting the essential service
Hydro Québec (Bill 73) ord
the resumption of essential
vices until the dispute betw
Québec Hydro and its emplo
was settled. Pending an agreer
by the parties or a decision by
Labour Court, "essential serv
was defined to mean: all work
services necessary to ensure
full operation in the usual
normal way of all electrical
gas services to the populatio
Québec, and the operation
equipment for production, t
formation, transmission and d
bution, and any other neces
work, including the warehou
pay and safety services, and
clerical work attached.

The foregoing article is the six
a series of seven reports descri
developments in Canadian la
legislation during the year. Th
maining report will deal with
eral industrial relations legisla
When the series is complete,
reports will be collated and
printed under the title: Deve
ments in Labour Legislation, 19

BOOK REVIEWS

The Limits to Growth: A Report for the Club of Rome's Project on the Predicament of Mankind; by Donella H. Meadows, Dennis L. Meadows, Jorgen Randers and William W. Behrens III; Potomac Associates, Washington, D.C.; 205 pages.

This bold and impressive document is a timely response to a critical question: What will happen if present rates of economic and population growth continue unchanged? "The limits of growth will be reached within the next 100 years," say the authors. Their prediction is based on the findings of a recent study conducted by an international team of researchers at the Massachusetts Institute of Technology.

The essential significance of the project lies in its global concept. The team used a world computer model to investigate five major global trends—accelerating industrialization, rapid population growth, widespread malnutrition, depletion of non-renewable resources, and a deteriorating environment. The book summarizes the main features of the model and findings in a brief, non-technical way. It is not intended as an esoteric exercise in futurology but as a straightforward scientific analysis of current trends, of their influence on each other, and of their possible outcomes.

The authors recognize the benefits of technology, but argue against an unreasoned acceptance of them. "We have found that technological optimism is the most common and most dangerous reaction to our findings from the world model ... Faith in technology as the ultimate solution to all problems can divert our attention from the most fundamental problem—the problem of exponential growth in a finite system—and prevent us from taking effective action to solve it." They believe that concerted action must be taken now if we are to head off a "rather sudden and uncontrollable decline in population and industrial capacity" by the year 2100.

The authors propose a state of global equilibrium where population and production are essentially stable, with the forces tending to increase or decrease them in a carefully controlled balance, but where any human activity that is relatively non-consuming and non-polluting might continue to grow indefinitely.

Whatever its shortcomings, the significance of this doomsday forecast can hardly be overestimated. It will undoubtedly lead a growing number of people throughout the world to ask themselves in earnest whether the momentum of present growth may not overshoot the carrying capacities of this planet and bring an untimely and catastrophic end to our civilization.

G. S.

Work in America; Report of a Special Task Force to the Secretary of Health, Education, and Welfare (U.S.); MIT Press, Cambridge, Massachusetts; 262 pages. "Work in America" is the product of a one-year study conducted by the W. S. Upjohn Institute for Employment Research into the health, education, and welfare problems of America from a work perspective. In an informal writing style, **the book provides an interesting overview of work, its importance, and the problems that it can create; then moves on to suggest ways of making work fulfill economic, social, and personal needs.**

The first chapters pinpoint sources of worker dissatisfaction, whether in the workplace, home, or community, and correlate work with the health of working people. The final four chapters deal with structuring jobs and manpower policies to correct present situations of unemployment and worker dissatisfaction.

On the importance of the subject, the report comments: "In locating our analysis in the institution of work, we believe we have found a point where considerable leverage could be exerted to improve the quality of life." **One assertion it makes is that work is more than just the means of earning a living,** and a quote from Elliot Jacques' book "Equitable Payment" claims: "... working for a living is one of the basic activities in a man's life. By forcing him to come to grips with his environment, with his livelihood at stake, it confronts him with the actuality of his personal capacity—to exercise judgment, to achieve concrete and specific results. It gives him a continuous account of his correspondence between outside reality and the inner perception of that reality, as well as an account of the accuracy of his appraisal of himself ... In short, a man's work does not satisfy his material needs alone. In a very deep sense, it gives him a measure of his sanity."

The first part of the book is the most interesting, where the importance of work to self-esteem and to the community as a whole is pointed out. The section on sources of work dissatisfaction—also very readable—points out the drudgery of assembly-line jobs, the lack of opportunity to be one's own boss, and the extreme emphasis that has been put on the time-and-motion studies of Frederick Winslow Taylor.

Several instances are cited where work has been made more attractive, more meaningful, or more profitable. A General Foods plant was noted for its use of autonomous work groups, challenging job assignments, integrated support functions, and other features that made the plant a working community. Other examples dealt with cases where jobs were diversified to make them more interesting, or where a system of profit-sharing or other incentive was introduced. All were noted as attempts to give the worker more involvement with his job, and make it more enjoyable.

The last few chapters of the b
dwell on indigent workers and
unemployed, emphasizing
the effects of poverty and idle
are not only economic, but ha
harmful social effect becaus
the personal importance of
work to a worker. **The report
on government to elimi
unemployment by comitting i
to full-employment policies
also proposes changes to
present work structure to m
work more interesting and fu
ing to the worker, and urges
education programs to get w
ers out of jobs with which
are dissatisfied or bored.** "The
sential first step toward th
goals," the report concludes
the commitment on the par
policy makers in business, lab
and government to the impr
ment of the quality of working
in America."

PRICE INDEXES

CONSUMER, JUNE 1973

The consumer price index (1971=100) rose 0.9 per cent to 149.7 in June from 148.4 in May, a greater than usual rise between these two months; most major components registered increases. Food prices, which advanced 2.0 per cent, were a major contributor to the increase. The level of prices for all-items other than food rose 0.5 per cent. The housing index increased 0.5 per cent and that for transportation 0.9 per cent. The clothing component rose 0.4 per cent; the indexes for tobacco and alcohol, and recreation, education and reading both edged up 0.1 per cent. The index for health and personal care remained unchanged. Between June 1972 and June 1973, the all-items index advanced 8.1 per cent.

The food index rose 2.0 per cent to 160.5 in June from 157.4 in May. This latest advance is in sharp contrast to the increases of 0.1 per cent and 0.2 per cent that occurred between May and June of 1972 and 1971, respectively, but compares with an advance of 2.2 per cent between these two months in 1969. In the latest month, prices for food eaten away from home rose, on average, 0.6 per cent; those for the home consumption component climbed 2.2 per cent. Although all main elements of home-consumed foods registered increases, the major contributors were fresh produce, beef and poultry. Fresh produce, which normally increases in price at this time of year, was markedly higher in June than a month earlier. Prices of fresh vegetables rose, on average, 8.7 per cent as higher quotations for—among other items—potatoes, lettuce and tomatoes offset decreases for other vegetables. Fresh fruit prices advanced 5.1 per cent with most items surveyed recording increases.

Over the past twelve months, the indexes for fresh vegetables and fresh fruit have climbed more than 51 per cent and over 23 per cent, respectively. The meat, poultry and fish index, which recorded a decline in early May, advanced 2.7 per cent in the latest month, beef and poultry prices increasing 5.1 per cent and 2.3 per cent, respectively. Pork prices rose 0.5 per cent. Since June 1972, the retail price of beef rose on average, 21 per cent, pork prices were almost 22 per cent higher and poultry prices advanced more than 26 per cent. Between May and June, egg prices rose 2.0 per cent to stand over 61 per cent above their level of a year earlier. A rise of 1.0 per cent in the cereal and bakery products index in the latest month was mainly the result of higher bread and breakfast cereal prices.

Prices of dairy products rose, on average, 0.3 per cent largely because of increases for ice cream, evaporated and powdered skim milk. The index for fats and oils, including margarine, shortening, cooking oil and salad dressing, advanced 1.4 per cent. Convenience food prices generally rose between May and June, a number of frozen and prepared items recording increases. Beverage prices, including coffee, tea and soft drinks, also advanced and, increases were registered for sugar, jelly powder and catsup, among other food items. In the twelve months since June 1972, the food index advanced 16.7 per cent with the price of food consumed at home rising 17.7 per cent and that for food away from home 11.1 per cent.

The housing index advanced 0.5 per cent to 152.1 in June from 151.3 in May because of increases of 0.4 per cent and 0.6 per cent in the shelter and in the household operation components, respectively. Within shelter, the home-ownership element moved up 0.4 per cent as a result of increases in the indexes for mortgage interest, new houses and home-owner repairs; rents rose 0.3 per cent. Among household operation items, higher fuel oil prices were reported in cities in Ontario, Manitoba, Saskatchewan and British Columbia. The furniture index advanced 1.3 per cent. Appliance prices rose, on average, 0.7 per cent. In the twelve month period ending June 1973, the housing index rose 6.7 per cent.

The clothing index rose 0.4 per cent to 138.1 in June from 137.5 in May, mainly because of increased clothing service charges and higher prices for men's and children's wear. Charges for clothing services advanced 2.5 per cent due to higher prices for laundry, dry cleaning and shoe repairs. A 0.4 per cent rise in the men's wear index reflected higher quotations for many items, including suits, shirts, underwear and hosiery. Children's clothing also advanced 0.4 per cent but the index for women's wear remained unchanged. Footwear prices rose, on average, 0.3 per cent and the piece goods index moved up 0.2 per cent. Between June 1972 and June 1973, the clothing index rose 5.2 per cent.

The transportation index rose per cent to 136.1 in June f 134.9 in May as price increa were recorded in both the pri and the public transporta components. Within the for an advance of 1.4 per cent in automobile operation and m tenance index was largely attri able to widespread increase gasoline and motor oil pri New car quotations rose 0.3 cent mainly because of hi prices for vehicles imported f outside North America. The vance of the public transporta component was caused by a in the train fares index and some increases in intercity fares. Between June 1972 and 1973, the transportation index 1.9 per cent.

In June, the health and pers care index was unchanged f its May level of 156.3 In twelve-month period ending 1973, the health and personal index rose 5.0 per cent.

The recreation, education reading index rose 0.1 per cen 144.0 in June from 143.8 in Ma a decline in the recreation com nent was outweighed by increa in the education and reading ments. In the latest twe months, the recreation, educa and reading index increased per cent.

The tobacco and alcohol in edged up 0.1 per cent to 136. June from 136.2 in May as the sult of some price increases fo quor and wine for home c sumption. In the latest tw months, the tobacco and alc index rose 2.7 per cent.

The consumer price index (1961=100) rose 0.7 per cent to 148 in May from 147.3 in April and was 7.3 per cent above its level of a year ago. All major component indexes registered increases. About one third of this advance was due to the higher Ontario sales tax. The indexes for food and for all items other than food rose 0.8 per cent and among the non-food indexes those for housing and for clothing each rose 0.8 per cent. Transportation increased 0.7 per cent; health and personal care 1.4 per cent, recreation education and reading 0.6 per cent, and tobacco and alcohol 0.5 per cent.

The food index rose 0.8 per cent to 157.4 from 156.2. Prices for food purchased away from home increased about 1.2 per cent and those for home consumption advanced 0.7 per cent. Fruit and vegetable prices rose 6.3 per cent—fresh produce was markedly higher compared with the previous month. There was an increase of 50 per cent in the price of onions, fresh vegetables rose 10.7 per cent and fresh fruit 6.7 per cent. The index for meat, fish and poultry declined 0.9 per cent, pork 5.5 per cent, and beef 1.3 per cent. The poultry index advanced slightly. Egg prices rose less than 1 per cent but they were 41 per cent higher than a year ago. An advance of 1.7 per cent between April and May for dairy products was mainly due to higher fresh milk prices in the Atlantic provinces and in Saskatchewan. Increases were registered for evaporated and powdered skim milk, butter and ice cream. Cereal and bakery products declined 0.4 per cent as a result of reduced bread prices in a few cities. Convenience food prices were generally higher with most frozen and prepared items registering increases. Beverage prices, including coffee, tea and soft drinks, advanced, and sugar prices rose 3.2 per cent. The food index was 14.6 per cent higher than a year earlier. The price of food consumed at home increased 15.1 per cent and for food consumed away from home, 11.3 per cent.

The housing index advanced 0.8 per cent to 151.3 from 150.1 because of increases of 0.7 per cent and 1.1 per cent in the shelter and household operation components. Within shelter, the home-ownership element increased 1.0 per cent mainly because of increases in the indexes for new houses, home-owner repairs and mortgage interest. Rents advanced 0.1 per cent. Among household operation items, fuel oil prices rose in the Atlantic Provinces, Québec and Northern Ontario, and electricity rates increased in some Québec and Ontario cities. There were widespread advances in furniture prices, especially for living room and bedroom furniture, and for mattresses, moving this index up 2.0 per cent; appliances increased 0.7 per cent due to price increases for all items surveyed. The price of dishes, cookware, draperies and floor coverings also increased. Household supply items advanced about 1.9 per cent as a result of increased prices for garden supplies, toilet paper and cleaning articles. The household services index rose 0.4 per cent mainly because of the impact of the higher Ontario sales tax on telephone charges. The housing index was 6.4 per cent above its level of a year ago.

The clothing index rose 0.8 per cent to 137.5 from 136.4 and was 4.6 per cent higher than a year ago. In May 1973 all major groups registered increases. Prices of men's wear rose about 1.3 per cent, women's wear 0.7 per cent and children's wear 0.5 per cent. Price increases for men's, women's and children's shoes were responsible for an increase of 1.0 per cent in the footwear component. Piece goods were almost 1.0 per cent higher.

The transportation index advanced 0.7 per cent to 134.9 from 133.9 mainly because of a 0.9 per cent increase in the private transportation component. New car prices rose about 1.2 per cent because of higher quotations for vehicles imported from outside North America following currency revaluations. Gasoline, motor oil and tire prices rose in several cities. The public transportation component increased 0.4 per cent due to an increase in the air and rail fare indexes. The transportation index was 1.3 per cent above its level of a year ago.

The health and personal care index advanced 1.4 per cent to 156.3 from 154.1 as a result of an increase of 2.2 per cent in personal care prices. These services rose 3.4 per cent because of widespread increases in men's haircut and women's hairdressing charges. Quotations for toiletry items, on average, rose 0.1 per cent. Increases in the price of pharmaceutical products, especially nonprescribed medicines, were responsible for an increase of 0.2 per cent in the health care index. The health and personal care index rose 4.9 per cent between May 1972 and May 1973.

The recreation, education and reading index increased 0.6 per cent to 143.8 from 143.0 mainly because of higher recreation prices. Camera film and bicycle prices declined, but other items of equipment for recreation and for home entertainment advanced. Higher movie admission prices were reported also in several cities. The recreation, education and reading index advanced 3.3 per cent since May 1972.

Consumer price movements, reclassified by goods and services give another view of the incidence of the change in prices. Between April and May, the total goods index advanced 0.9 per cent. Durable goods were 1.0 per cent higher mainly because of increased prices for new cars, furniture, appliances and floor coverings. Semi-durable goods rose 1.0 per cent, chiefly because of increased clothing prices, but higher prices for dishes, cookware and automobile tires also contributed to the increase. A 0.7 per cent advance in the non-durable goods component was attributable to higher prices for food, alcoholic beverages, fuel oil, gasoline and a number of toiletries and household supplies. The services index rose 0.6 per cent, reflecting increased charges for shelter services, telephone, electricity, movie admissions, men's haircuts and women's hairdressing. Between May 1972 and May 1973, the total goods index advanced 7.8 per cent, and that for services 6.1 per cent.

NOTE. Beginning with the May 1973 index, Canadian consumer price indexes include the latest in a series of periodic updatings that characterize their development since the early 1900s. A feature of the latest revision is the inclusion of updated weights to reflect 1967 family expenditure patterns (and within the food component, 1969 spending habits), replacing the 1957 weights used previously. The average rate of change of consumer prices as measured by the all-items index over the past six years is not significantly affected by introduction of this revision, and the time reference base, 1961 = 100, remains unchanged. To maintain a continuous, long-term series, the revised index is linked to the previously published index for April 1973. The published index up to and including April 1973 remains the official measure of consumer prices to that month, and subsequent price movements are measured by the revised index.

CITY CONSUMER, MAY 1973

Between April and May consumer price indexes rose in all regional cities and city-combinations with increases ranging from 0.4 per cent in Montreal to 1.1 per cent in Ottawa. Food indexes advanced in all cities except Saint John, N.B., reflecting higher prices for dairy products, particularly fresh milk, butter, ice cream, fresh produce items and frozen and convenience foods; restaurant meal prices were also higher. Beef, poultry and egg prices registered mixed movements, and prices for pork cuts, bread and breakfast cereals were generally lower.

Housing components rose in all cities and city combinations because of increased home-ownership costs and higher prices for fuel oil, furniture and household supplies such as detergents, toilet paper and garden supplies. Clothing indexes advanced in all cities because of higher prices for footwear and several men's and women's wear items. Transportation components increased in all cities and city combinations except Saskatoon-Regina where they were unchanged. Increases in plane and train fares and higher prices for new cars, imported from outside North America, gasoline, tires, motor oil and batteries, were responsible for the advance in the transportation index.

Health and personal care in rose in all cities reflecting creased charges for men's ha and women's hairdressing higher prices for non-presc medicines and toiletry sup Increases in tobacco and al components in all cities e Winnipeg, were mainly becau higher prices for beer and l services on licensed prem Recreation, education and re indexes registered mixed m ments across the country.

Regional consumer price i point changes between April May were, on the base 1961 = Ottawa 1.5 to 144.0; St. John to 138.5; Saskatoon-Regina 1 134.9; Toronto 1.2 to 142.5; monton-Calgary 1.1 to 140.3; nipeg 1.0 to 140.3; Halifax 138.3; Vancouver .9 to 139.5; John .7 to 138.8; Montreal 137.7. On the base 1969 = Thunder Bay 1.1 to 113.3; Qu City .9 to 112.9.

NOTE. Beginning with the 1973 index, regional city cons price indexes incorporate the est in a series of periodic up ings that characterize their d opment since the late 193 feature of the latest revision i inclusion of updated weigh reflect 1967 family expend patterns (and within the component, 1969 spen habits), replacing the 1957 we used previously (1964 for Qu City and Thunder Bay). An innovation is the introductio home-ownership costs (pro taxes, mortgage interest, owne pairs, new houses and dwellin surance) into the housing ind

nelenancy component has been vi-d to include both rents and n't repairs. The time reference as 1961=100, remains un-ia3ed. To maintain a contin-ou long-term series, the revised dees are linked to the previ-us published indexes for April 7 so that the published in-xes up to and including April 7 remain the official measure consumer prices to that month, subsequent price movements e measured by the revised index. nsumer price index for a par-ur regional city measures the ovments in prices, faced by n mers, within the specified Thus, consumer price indexes gional cities cannot be used mpare levels of prices be-en cities.

WHOLESALE, APRIL

The general wholesale index 93-39=100) advanced 0.8 per nt in April to 353.6 from the re-se March index of 350.9. It was 5 per cent higher than the April 72 index of 303.4. Six of the gh major group indexes were gher and two declined.

The vegetable products group in-rose 1.8 per cent to 299.9 from 4.7 on higher prices for dried fruit, vegetable oils and products, sugar and its products, and tea, coffee and cocoa. An advance of 1 per cent to 305.7 from 301.2 in the non-ferrous metal products group index reflected price increases for 510.5 from 503.3 on higher prices for woodpulp, spruce, hardwoods, fir, cedar and hemlock. Smaller advances were recorded in iron products, to 346.2 from 344.1, chemical products, to 254.5 from 253.2, and non-metallic mineral products, to 244.1 from 243.7.

The animal products group index declined 0.5 per cent to 427.4 from 429.4 on price decreases for pork and pork products. The textile products group index dipped to 309.1 from 309.6 because of substantial declines in raw wool prices and slight declines in cotton.

U.S. CONSUMER, MAY

The consumer price index (1967=100) rose .6 per cent to 131.5 before and after adjustment for normal seasonal changes in some prices, and was 5.5 per cent above its level of a year ago. Food prices rose 1 per cent, and the most important single increase among the many items in the index was that for meat—24.7 per cent over the level of May 1972. Other important contributors to higher prices in May included clothing, used cars, gasoline and household services. Except in the case of meat, May figures did not reflect the new price freeze and the index for June will only partly reflect it.

U.S. CONSUMER, APRIL

The U.S. consumer price index (1967=100) rose 0.7 per cent to 130.7 in April, or 0.6 per cent after adjustment for normal seasonal increases in some prices. It was 5.1 per cent above the level of a year earlier. The index for food prices rose 1.5 per cent, or 1.4 per cent after seasonal adjustment. This increase included an advance in meat prices that occurred before ceilings were imposed on those prices late in March.

The advance in food prices since April 1972 was 11.5 per cent. Food purchased in stores—excluding restaurant meals—rose 13.3 per cent and the index for meats, poultry and fish rose 23.4 per cent. The increases in the food sector were widespread, apart from declines for chickens, pork chops and pork roasts, there were particularly large increases in the prices of onions, lettuce, green peppers, bananas and strawberries. There was an unusually large increase also, 0.7 per cent, in the index for all other goods. Some of this increase, as in spring lines of apparel, was seasonal. The seasonally adjusted increase for non-food commodities was 0.4 per cent. The index showed advances for many products, with the largest increase coming from apparel, used cars, gasoline and goods used in home maintenance and repair. The price of services continued to rise moderately. An increase of 0.3 per cent in average rents brought this index to 3.9 per cent higher than a year ago.

GENERAL TOPICS

EMPLOYMENT REVIEW, MAY

In May there were 9,335,000 persons in the labour force of which 8,842,000 were employed and 493,000 were unemployed, Statistics Canada reported.

EMPLOYMENT

The seasonally adjusted level of employment continued to increase in May. It was 8,771,000. Employment for married men age 25-54 showed little change and the employment level for married women in the same age group advanced to 1,285,000. The level for persons age 14-24 increased to 2,275,000 from 2,261,000.

On a seasonally adjusted basis, the employment level increased in British Columbia and Quebec, but declined in Ontario, the Prairie and the Atlantic Regions.

UNEMPLOYMENT

The seasonally adjusted unemployment level decreased by 15,000 to 485,000 in May. The level of unemployment for married men age 25-54 decreased slightly to 102,000. The unemployment level for persons age 14-24 continued to decrease, declining to 225,000. By duration, the short term seasonally adjusted unemployment level (unemployed less than four months) decreased between April and May; the long term level increased slightly.

UNEMPLOYMENT RATE

The seasonally adjusted unemployment rate decreased to 5.2 in May from 5.4 in April. Between April and May, the rates decreased in British Columbia −0.6, Quebec −0.3 and Ontario −0.2 and increased in the Atlantic +1.9 and the Prairie Regions +0.2 following a series of decreases.

By age groups, the seasonally adjusted unemployment rate continued to decrease for persons age 14-24, declining by 0.8 between April and May. The rate for persons 55 years of age and over decreased by 0.3; the rate for persons 25-54 showed little change.

PARTICIPATION RATE

The seasonally adjusted participation rate for Canada remained at 57.7 in May. Regionally, it increased by 0.8 in Quebec and decreased by 0.8 in the Prairie Region. There were small changes in the other regions.

STUDENTS

The unemployment rate for
dents age 14-24 was 7.7 in
1973, compared with a rate o
in May 1972 and 11.0 in May
Unemployment rates for stu
age 14-19 and 20-24 in May
6.4 and 12.2. "Students" ar
fined as persons aged 14-24
attended school full-tim
March and plan to retur
school in the autumn.

U.S. EMPLOYMENT, MAY

The seasonally adjusted u
ployment rate was 5 per cen
changed from April; the a
rate of unemployment was 4
cent compared with 4.8 per
in April. The number of u
ployed persons was 4,400,00
most unchanged from the las
months. The civilian labour
was 87,557,000.

AUGUST CREDITS

Photos. NFB: Cover, p. 503,
519, 521, 523, 524, 528, 532,
543, 546, 548, 549. Tom M
Montreal; p. 503. Photo Fea
Ottawa: p. 505. Australian P
graph: p. 509. The Public Arc
of Canada: p. 513. Crown St
Toronto: p. 515. Oak Ridge
tional Laboratory, Tennesse
516. Imperial Oil Ltd.: p. 516.
Ltd.: p. 518. Fabian Bachrach
tographers: p. 518. Marcel
Photographers, Toronto: p.
Cominco, B.C.: p. 526, 530.
Klavins, Calgary: p. 533, 534, 5

CONCILIATION

rig May the Minister of La- uappointed conciliation offi- s) deal with the following dis- te

ir, Vancouver International pt, B.C., and International As- iation of Machinists and Aero- c Workers, Lodge 764 (repre- tig maintenance employees) niliation Officer: D. H. Cam- n

. Industries Limited, Mon- al Qué., and Transport Drivers, rrhousemen and Helpers' ıd, Local 106 (Conciliation Of- rs. T. Payne).

Cominco Limited (Pine Point Operations), Pine Point, N.W.T., and United Steelworkers of America (Conciliation Officers: D. H. Cameron and R. F. Langford).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers, Local 400 (Conciliation Officer: G. W. Rogers).

CHEK T.V. Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (representing a unit of clerical, technical and production employees) (Conciliation Officer: R. F. Langford).

The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher).

Canadian National Steamship Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing employees aboard the S.S. "Prince George") (Conciliation Officer: A. A. Franklin).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Man., and United Steelworkers of America, Local 7806 (representing specified hourly rate employees) (Conciliation Officer: A. E. Koppel).

Northern Wings Limited, Sept-Iles, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of employees classified as steward and crewman) (Conciliation Officer: M. Archambault).

Northern Wings Limited, Sept-Iles, Qué., and International Association of Machinists and Aerospace Workers (representing a unit of pilots) (Conciliation Officer: M. Archambault).

Pacific Western Trucking Division, Edmonton, Alta., and General Teamsters, Local Union No. 362 (Conciliation Officer: A. A. Franklin).

Borisko Brothers (Québec) Limited, Dorval, Qué., and Cartage & Miscellaneous Employees Union, Local 931 (Conciliation Officer: S. T. Payne).

Cornwallis Shipping Limited, Montréal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: J. J. de Gaspé Loranger).

Robin Hood Multifoods Limited, Saskatoon, Sask., and Canadian Food and Allied Workers, Local P342 (Conciliation Officer: A. E. Koppel).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (representing a unit of office and technical employees) (Conciliation Officer: T. B. McRae).

Settlements by conciliation officers. The Pembroke Electric Light Company Limited, Pembroke, Ont., and International Brotherhood of Electrical Workers, Local 1905 (Conciliation Officer: H. A. Fisher) (see above).

Colossal Carriers Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 492).

Les Reichelt Trucking Limited, Burnaby, B.C., and General Truck Drivers and Helpers', Local 31 (Conciliation Officer: G. W. Rogers) (LG, July, p. 492).

H. G. Snyder Trucking Inc., Ville St-Laurent, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 492).

Télé-Capitale Ltée, Ste-Foy, Q
(CFCM-TV and CKMI-TV)
merly known as La Télévision
Québec) and National Associa
of Broadcast Employees and Te
nicians (Conciliation Officer:
Payne) (LG, July, p. 492).

Western Terminals Limited,
ner Brook, Nfld., and Brotherh
of Railway, Airline and Steam
Clerks, Freight Handlers, Exp
and Station Employees, Lodge
(Conciliation Officer: W. J. Gil
(LG, July, p. 492).

Consolidated Aviation Fue
and Services Limited, Toronto
ternational Airport and Inte
tional Association of Machin
and Aerospace Workers (re
senting a unit of skycap pers
nel) (Conciliation Officer:
Hulse) (LG, July, p. 492).

National Harbours Board, Hal
N.S., and Public Service Allia
of Canada (representing Natio
Harbours Board Police Associa
Group) (Conciliation Officer:
Ogden) (LG, June, p. 405).

Pacific Pilotage Authority,
couver, B.C., and Pacific Pilot
Employees' Union, Local 1
CLC (Conciliation Officer: D.
Cameron) (LG, June, p. 405).

National Harbours Board, Hali
N.S., and International Lo
shoremen's Association, Lo
1843 (Conciliation Officer: R.
Kervin) (LG, June, p. 405).

ational Harbours Board, Québec, u... and Brotherhood of Railway Airline and Steamship Clerks, eight Handlers, Express and Station Employees (Conciliation Officer: M. Archambault) (LG, May, 31).

Canadian Pacific Railway Company (S.S. "Princess of Acadia"—Bay of Fundy Service), Saint John, N.B. and Seafarers' International Union of Canada (Conciliation Officer: R. L. Kervin) (LG, May, 31).

Northern Industrial Carriers Ltd., Edmonton, Alta., and General Truck Drivers, Local 362 and General Truck Drivers' and Helpers' Union Local 1 (Conciliation Officer: A. A. Carlin) (LG, June, p. 406).

Dispute in which no further conciliatory action taken. CKAC Limited, Montréal, Qué., and United Brotherhood of Radio and Television, Local 291 (CLC) (Conciliation Officer G. R. Doucet) (LG, Dec. '72, p. 641).

Conciliation commissioners appointed. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (Conciliation Commissioner: Roy Gallagher) (LG, July, p. 492).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of employees of the Traffic Division) (Conciliation Commissioner: James Conway) (LG, June, p. 405).

Conciliation Commissioner report received. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada (see above). (Full text appears in Supplement No. 1, 1973).

Settlement by conciliation commissioner. Eastern Provincial Airways (1963) Limited, Gander, Nfld., and Maritime Airline Pilots' Association (representing a unit of employees of the Traffic Division (see above).

Conciliation boards appointed. Royal Canadian Mint, Ottawa, Ont., and Public Service Alliance of Canada (LG, June, p. 405).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, June, p. 405).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section) Local 400 (LG, May, p. 334).

Alaska Trainship Corporation, New Westminster, B.C., and Canadian Merchant Service Guild (LG, May, p. 334).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Atomic Energy of Canada Limited and Atomic Energy Allied Council (comprising ten various unions representing employees at the Chalk River Nuclear Laboratories and also the International Association of Machinists and Aerospace Workers, Lodge 608, which represents specified hourly rate employees of the Whiteshell Nuclear Research Establishment at Pinawa, Man.) (LG, July, p. 493) was fully constituted with the appointment of Thomas C. O'Connor of Toronto, as chairman. Mr. C. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee, Adrian Villeneuve, Montreal.

The Board of Conciliation and Investigation established to deal with a dispute between Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and United Steelworkers of America (LG, June, p. 406) was fully constituted with the appointment of Judge J. C. Anderson of Belleville, as chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee F. G. Hamilton, Toronto, and union nominee A. S. Tirrell, Thornhill, Ont.

The Board of Conciliation and Investigation established to deal with a dispute between major railways involving Canadian National Railways and CP Rail and other short line companies and Associated Non-Operating Railway Unions (LG, June, p. 406) was fully constituted with the appointment of the Honourable Mr. Justice F. Craig Munroe, Vancouver, as chairman. The Honourable Mr. Justice Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, companies' nominee S. E. Dinsdale, Q.C., Toronto, and unions' nominee John C. Weldon, Montreal.

Conciliation board reports received. Air Canada and Canadian Air Line Employees' Association (representing employees of the Air Canada Finance Branch—Winnipeg) (LG, July, p. 493). (Full text appeared in Supplement No. 1, 1973).

Manitoba Pool Elevators; National Grain (1968) Limited; Parrish and Heimbecker Limited; Richardson Terminals Limited; Saskatchewan Wheat Pool; United Grain Growers Limited and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 (LG, June, p. 406). (Full text appears in Supplement No. 1, 1973).

Northern Electric Company Limited (Installation Western Region) and Communications Workers of Canada (LG, June, p. 406). (Full text appears in Supplement No. 1, 1973).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, May, p. 335). (Full text appears in Supplement No. 1, 1973).

Strikes following board p dure. Air Canada and Can Air Line Employees' Assoc (representing employees of t Canada Finance Branch—W peg) (strike commenced Ma 1973) (see above).

Northern Electric Company ited (Installation Western Re and Communication Worke Canada (strike commenced 19, 1973) (see above).

Canadian National Hotels Li (Nova Scotian Hotel), Ha N.S., and Hotel and Resta Employees and Bartenders national Union, Local 662 (commenced May 4, 1973) June, p. 407).

Mediator appointed under 195. Air Canada and Interna Association of Machinists Aerospace Workers, District L 148 (representing employe the maintenance, customer vice and purchasing and fac branches of Air Canada) (ator: Roy A. Gallagher) above).

ECISIONS OF THE UMPIRE

3195. This is an appeal, pur- to Sec. 95 of the Unemploy- Insurance Act, 1971, on be- f an association of workers ich the claimant is a mem- om a decision of a board of es. Since no hearing was re- ed the appeal was decided the record.

ubject matter of the present falls exactly within subsec- 7 of Sec. 173 of the Unem- ent Insurance Regulations, pecial subsection dealing he subject; and the case had governed by the words of tion 17 exclusively, the um- uled. The subsection pro- that: "Retroactive increases ary or wages shall be allo- to the week in which they id."

It is clear, the Umpire stated, that the words "the week in which they are paid" refers to the time in which the action of making payment was done and those words cannot conceivably refer to the period of time on which the retroactive pay was based, as was contended on behalf of the claimant.

The claimant worked for the parks department of a city during 1971 and was laid off on September 15, 1971. From September 16 until October 8, 1971, he worked as a carpenter at $72 a week. Later he became separated from his employment because of a shortage of work.

He filed an application for benefit under the Act on October 14, 1971, to be effective October 10, 1971. In that application he referred to his last employment as being that of a carpenter at a weekly wage of $72. Meanwhile, the claimant's union was negotiating a more beneficial contract. A settlement was arrived at and as a result the claimant received a 7 per cent increase in the wages he had earned while working for the City, retroactive to January 1, 1971. He had been paid $2.13 an hour and as a result of this retroactive adjustment he had earned $2.28 per hour, an increase of 15 cents an hour.

On December 15, 1971, the claimant received $100.32 from the city. This represented the retroactive increase in pay negotiated with the City by the union and included increased pay in the amount of $96.60 and vacation pay in the amount of $3.72 for the hours the claimant had worked for the City prior to his being laid off on September 15, 1971.

The insurance officer considering the claim advised the claimant that his earnings for the week of December 12, 1971 were determined to be $100.32—the retroactive increase in pay and vacation pay received by him from the City on December 15, 1971—and that such payment was allocated to the week of December 12, 1971, the week in which the retroactive increase was paid. The decision of the insurance officer was confirmed by the board of referees and it is from that confirmation that the appeal was made.

The crux of the position taken by the union, on behalf of the claimant, was that the payment of $100.32, being a retroactive increase in pay, should have been allocated to the period during which the services had been performed, with the result that unemployment insurance should be paid for the week of December 12, 1971, and that the benefit should be increased to correspond to the increase in the claimant's earnings.

The insurance officer allocated this retroactive payment to the week of December 12, 1971, in which week it was received, and in so doing considered himself bound by subsection 17 of Sec. 173 of the Unemployment Insurance Regulations.

In confirming the decision of the insurance officer, the board of referees said: "A review of the subsections referred to above, and others, requires the board to take the position, not without some misgivings, that on the wording of subsection 17, the retroactive increases must be allocated to the week in which they are paid. The board recognizes that this may work considerable hardship on a person in the claimant's position who finds himself laid off before a contract is signed between the union and management."

Basically, the submission on behalf of the claimant was that subsection 17 is ambiguous and that the subsection should yield to subsection 3, which reads: "Wages or salary payable to a claimant in respect of the performance of services shall be allocated to the period in which the services were performed."

It is a rule of construction that where there is a special provision that covers the subject matter, a case falling within the words of the special provision must be governed thereby, the umpire stated.

There is no ambiguity in su
tion 17. It was argued on beh
the claimant that the pro
"they" is the substitute fo
nouns "salary or wages"
they appear in the phrase "
ary or wages." That phrase
fies the words "retroactiv
creases" and it is those wor
which the pronoun "they"
tutes. And it is the word
creases" modified by the adj
"retroactive" that is the subj
the sentence. Even if the co
tion on behalf of the claima
this respect were not reject
would not advance the clai
position.

Subsection 17 is clear and u
biguous and there is no reas
deviate from the literal sense
And there is no justificatio
considering subsection 3 in
junction with subsection 17
cause to enable subsection
read other than literally, it m
shown that subsection 3 ch
the meaning of subsection 17
it does not do. The subsecti
question deal with different
ject matters.

The appeal is dismissed.

UBLICATIONS IN THE LIBRARY

NO. 292

ublications listed below are t acquisitions. They may be wed through a local library ness, university, public, etc.) rectly if there is no local li- Please indicate the numeral e item and the month listed requesting loans.

)MATION—
UR ASPECTS

rnational Labour Office. La- and social implications of mation and other tech- ical developments. Sixth n the agenda. Geneva, 1972. ng. and Fr.

BIOGRAPHIES—
LABOUR LEADERS

2. Larrowe, Charles Patrick. Harry Bridges; the rise and fall of radical labor in the United States. New York, Lawrence Hill [1972] 404 p.

3. Reeve, Carl. The life and times of Daniel De Leon. Foreword by Oakley C. Johnson. New York, Published for A.I.M.S. by Humanities Press, 1972. 193 p.

COLLECTIVE BARGAINING

4. Faculty power: collective bargaining on campus. Editor: Terrence N. Tice. Consulting editor: Grace W. Holmes. Ann Arbor, Mich., Institute of Continuing Legal Education [1972] 368 p.

CORPORATIONS—TAXATION

5. Lewis, David. Louder voices: the corporate welfare bums. With an introduction by Eric Kierans. Toronto, Lewis & Samuel, 1972. 118 p.

CORPORATIONS, FOREIGN

6. Perry, Robert Louis. Galt, U.S.A.; the "American presence" in a Canadian city. Toronto, Maclean-Hunter [1972] 137 p.

CORPORATIONS, INTERNATIONAL

7. Feld, Werner Joachim. Non-governmental forces and world politics; a study of business, labor, and political groups. New York, Praeger Publishers [1972] 284 p.

DAY NURSERIES

8. Cameron, Barb. The day care book, by Barb Cameron [and others] Toronto, Canadian Women's Educational Press [1972] 48 p.

9. Prescott, Elizabeth. The "politics" of day care [by] Elizabeth Prescott, Cynthia Milich and Elizabeth Jones. Washington, National Association for the Education of Young Children [1972] 1 v.

DISCIPLINE

10. Avins, Alfred. Penalties for misconduct on the job. Dobbs Ferry, N.Y., Oceana Publications, 1972. 124 p.

DISCRIMINATION IN EMPLOYMENT

11. Ashenfelter, Orley Clark. Racial discrimination and trade unionism. Princeton, N.J., Princeton University, Industrial Relations Section [1972] 435-464 p.

12. Elkin, Frederick. The employment of visible minority groups in mass media advertising; a report submitted to the Ontario Human Rights Commission. Downsview, Ont., York University, Department of Sociology, 1971. 79 p.

ECONOMIC CONDITIONS

13. Bellan, Ruben C. Principles of economics and the Canadian economy. 4th ed. Toronto, New York, McGraw-Hill Ryerson [1972] 572 p.

ECONOMIC POLICY

14. Mitchell, Joan. The National Board for Prices and Incomes. Foreword by the Rt. Hon. Aubrey Jones. London, Secker & Warburg [1972] 294 p.

ECONOMICS

15. Burtt, Everett Johnson. Social perspectives in the history of economic theory. New York, St. Martin's Press [1972] 297 p.

16. Hogendorn, Jan Stafford. Managing the modern economy; a short handbook of the new economics. Cambridge, Mass., Winthrop Publishers [1972] 177 p.

17. Reynolds, Lloyd George. The three worlds of economics. New Haven, Conn., Yale University Press, 1971. 344 p.

EMPLOYEES—TRAINING

18. Brecher, Charles. Upgra blue collar and service wo Foreword by Eli Ginzberg. more, Johns Hopkins Univ Press [1972] 113 p.

EMPLOYEES' REPRESENTAT IN MANAGEMENT

19. Coates, Ken. Essays on in trial democracy. [Nottingh Bertrand Russell Peace Fou tion] 1971. 64 p.

20. Hunnius, Gerry. Workers' trol; a reader on labor and s change, edited by Gerry Hun G. David Garson and John [1st ed.] New York, Vintage B [1973] 493 p.

21. Willey, Richard J. Democ in the West German trade un a reappraisal of the "iron law" verly Hills [Cal.] Sage Publica [1971] 53 p.

EMPLOYMENT FORECASTIN

22. Québec (Province). Mini du travail et de la main-d'œ Les prévisions de la main-d'œ au Québec, 1971-1975. [Qué Editeur officiel du Québec, 19 [35]p. Eng. and Fr.

VANCE PROCEDURES

Bureau of National Affairs, nington, D.C. Grievance . 4th ed. Washington, 1972.

RS OF LABOUR—ICTION

lenefeld, M. A. Working hours British industry: an economic ry. With a foreword by E. H. s Brown. London, Weiden- nd Nicolson [1972] 293 p.

STRIAL DISPUTES

recher, Jeremy. Strike! [San risco] Straight Arrow Books 7] 329 p.

iggs, George Graham. Colo- s war on militant unionism; H. Peabody and the West- ederation of Miners. Detroit, ie State University Press, 2242 p.

hung, Jan. The migrant work- ad Cesar Chavez. New York, ner [1972] 189 p.

STRIAL HEALTH

Vallick, Franklin. The Ameri- vorker: an endangered spe- New York, Ballantine [c1972]

INDUSTRIAL RELATIONS

29. Mathews, Norman Lee. Labour relations handbook. [2d ed.] Toronto, Richard de Boo [1973] 324 p.

30. Mellish, Michael. The docks after Devlin; a study of the effects of the recommendations of the Devlin Committee on industrial relations in the London docks. London, Heinemann Educational Books [1972] 146 p.

31. Seyfarth, Shaw, Fairweather & Geraldson. Labor relations and the law in France and the United States; a comparative study. Ann Arbor, Program in International Business, Graduate School of Business Administration, University of Michigan [1972] 626 p.

32. Tolfree, Patrick. Applying the code; notes on the Industrial relations code of practice. [London, Industrial Society, 1972] 44 p.

INFLATION

33. Jackson, Dudley. Do trade unions cause inflation? Two studies: with a theoretical introduction and policy conclusion by Dudley Jackson, M. A. Turner and Frank Wilkinson. Cambridge, University Press, 1972. 128 p.

34. Loyns, Richard Murray Alwyn. An examination of the consumer price index and implicit price index as measures of recent price change in the Canadian economy. [Ottawa, Information Canada, 1972] 146 p.

35. Phelps, Edmund Strother. Inflation policy and unemployment theory; the cost-benefit approach to monetary planning. [London] Macmillan [1972] 322 p.

LABOUR LAWS AND LEGISLATION

36. Canada. Department of Labour. Legislative Research Branch. Current report on legislation affecting labour introduced in Parliament and the Provincial Legislatures, 1971-1972- No. 1- Ottawa. Library has: 1971/72, no. 1.

37. U.S. Congress. Senate. Committee on Labor and Public Welfare. Summary of the legislative activities of the Senate Committee on Labor and Public Welfare in the first session, Ninety-second Congress. Washington, GPO, 1972. 74 p.

LABOUR ORGANIZATION

38. Erbès-Seguin, Sabine. Démocratie dans les syndicats. Paris, Mouton [1971] 187 p.

LABOUR TURNOVER

39. Mahoney, Thomas Arthur. Internal labor markets: an empirical investigation [by] Thomas A. Mahoney & George T. Milkovich. Minneapolis, University of Minnesota, Industrial Relations Center, Center for the Study of Organizational Performance and Human Effectiveness, 1972. 34 p.

MANAGEMENT

40. Sofer, Cyril. Organizations in theory and practice. New York, Basic [1972] 419 p.

MOTOR TRUCK TRANSPORT

41. Canada. Commission of Inquiry Concerning Employment in the Undertaking of Transporting Goods and Passengers Interprovincially and Internationally and of Transporting Mail, by Motor Vehicles. Report. [Ottawa, Department of Labour] 1972. 1 v.

PENSIONS

42. American Enterprise Institute for Public Policy Research. Issues affecting private pensions. Washington [1971] 45 p.

SOCIAL CONDITIONS

43. Campbell, Angus. The human meaning of social change, edited by Angus Campbell and Philip E. Converse. New York, Russell Sage Foundation [c1972] 547 p.

UNEMPLOYED—YOUTH

44. Lazar, Fred. The dimension of Canadian youth unemployment: a theoretical explanation [by] Fred Lazar and Arthur Donner. Hamilton, Ont., McMaster University, Department of Economics [1972] 27 p.

WOMEN—EMPLOYMENT

45. Commission des Communautés européennes. L'emploi des femmes et ses problèmes dans les états membres de la Communauté européenne; rapport de Evelyne Sullerot. [Luxembourg, Office des publications officielles des Communautés européennes, 1972?] 237 p.

46. Schwartz, Felice N. How t
to work when your husban
against it, your children aren'
enough, and there's nothing
can do anyhow, by Felice
Schwartz, Margaret H. Sch
[and] Susan S. Gillotti, with a
tance from Marilyn Mercer.
York, Simon and Schuster (1
348 p.

**47. U.S. Department of Health
ucation, and Welfare. Wom
Action Program.** Report of
Women's Action Program. W
ington, 1972. 116 p.

WORK

48. Barbash, Jack. The tension
work. [Madison, 1972] 240-[24

ABOUR STATISTICS

...oal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
T... CIVILIAN LABOUR FORCE*				
Week ended May 19, 1973		9,335	+ 2.6	+ 4.9
...nployed	May	8,842	+ 3.7	+ 6.0
Agriculture	"	513	+ 9.6	− 2.3
Non-agriculture	"	8,329	+ 3.3	+ 6.5
Paid workers	"	7,762	+ 3.2	+ 6.5
At work 35 hours or more	"	7,065	+102.1	+ 6.2
At work less than 35 hours	"	1,434	− 69.2	+ 5.3
Employed but not at work	"	343	− 9.7	+ 3.3
...nemployed	"	493	− 13.5	− 10.7
Atlantic	"	68	− 15.0	+ 7.9
Québec	"	178	− 11.4	− 13.6
Ontario	"	133	− 15.3	− 12.5
Prairie	"	52	− 17.5	− 5.5
British Columbia	"	62	− 10.1	− 18.4
...ithout work and seeking work	"	474	− 12.1	− 10.4
...n temporary layoff up to 30 days	"	19	− 36.7	− 17.4
...STRIAL EMPLOYMENT (1961 = 100)†	February	129.1	+ 0.5	+ 3.5
...anufacturing employment (1961 = 100)†	"	124.7	+ 0.9	+ 4.0
...GRATION	Year 1972	122,006	−	+ 0.1
...estined to the labour force	"	59,432	−	− 3.0
...ES AND LOCKOUTS				
...rikes and lockouts	April	107	+ 21.6	+ 12.6
...o. of workers involved	"	23,185	+ 21.9	− 90.1
...uration in man days	"	243,680	+ 0.3	− 86.7
...NGS AND INCOME				
...erage weekly wages and salaries (ind. comp.)†	February	156.65	+ 0.8	+ 8.3
...erage hourly earnings (mfg.)†	"	37.2	+ 0.3	+ 8.5
...erage weekly hours paid†	"	40.2	+ 0.5	+ 1.3
...nsumer price index (1961 = 100)	"	145.3	+ 0.6	+ 5.8
...dex numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	138.3	+ 0.6	+ 3.8
...tal labour income (Millions of dollars)†	April	5,174.0	+ 1.8	+ 13.5
...STRIAL PRODUCTION†				
...tal (average 1961 = 100)	April	212.0	− 0.1	+ 7.2
Manufacturing	"	207.7	− 0.7	+ 7.2
Durables	"	243.8	− 1.9	+ 8.2
Non-durables	"	180.9	+ 0.6	+ 6.1
...SIDENTIAL CONSTRUCTION**				
...arts	April	18,456	+ 31.2	+ 5.3
...mpletions	"	160,840	+ 3.7	−
...der construction	"	12,701	+ 1.1	− 3.7

...tates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, in ...ction, contains the characteristics of the labour force, together with definitions and explanatory notes.
...nce data.
...minary.
...es of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Depar of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The firs tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved inclu workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month o: Strikes and Lockouts	Workers Involved	Duration in Man: Man-Days	Per C Esti W
1968	559	582	223,562	5,032,730	
1969	566	595	306,799	7,751,880	
1970	503	542	261,706	6,539,560	
1971	547	569	239,631	2,866,590	
*1972	492	532	690,667	7,848,360	
†1972—April	44	95	233,060	1,832,300	
May	57	109	62,854	936,540	
June	66	127	131,278	1,214,620	
July	42	100	94,666	1,104,230	
August	34	86	36,209	617,060	
September	45	95	33,340	462,470	
*October	31	78	29,501	419,520	
*November	37	92	32,703	368,520	
*December	19	78	11,318	155,220	
*1973—January	30	89	12,318	186,830	
February	31	91	16,048	201,110	
March	36	88	19,024	242,870	
April	46	107	23,185	243,680	

* Preliminary. †Revised.

STRIKES AND LOCKOUTS, APRIL, 1973, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Fishing and Trapping	1	1	150	750
Forestry	—	—	—	—
Mines	4	7	2,529	32,450
Manufacturing	28	68	16,044	169,500
Construction	2	6	1,133	7,740
Transportation and utilities	3	7	653	7,950
Trade	6	12	2,462	22,340
Finance	—	—	—	—
Service	1	5	139	2,200
Public administration	1	1	75	750
ALL INDUSTRIES	46	107	23,185	243,680

STRIKES AND LOCKOUTS, APRIL, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During M: Strikes and Lockouts	Workers Involved
Newfoundland	2	5	2,235
Prince Edward Island	1	1	25
Nova Scotia	2	3	305
New Brunswick	2	2	253
Quebec	17	35	10,052
Ontario	13	31	6,205
Manitoba	—	3	79
Saskatchewan	2	5	398
Alberta	1	2	221
British Columbia	2	15	2,447
Federal	4	5	965
ALL JURISDICTIONS	46	107	23,185

IES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
ig & Trapping						
IG						
Aams & Knickle Ltd., Lunenburg, N.S.	Railway, transport and General Workers Loc. 606C (CLC)	150	750	750	Apr. 10 Apr. 17	Better price for scallop—Return of fishermen after arbitration decision.
ne						
Brunda Mines Ltd., Pachland, B.C.	Steelworkers Loc. 7618 (AFL-CIO/CLC)	290	3,210	7,750	Mar. 10 Apr. 16	Wages, fringe benefits—9% wage increase 1st.-year, 6% first half of the 2nd.-year, 2% second half of the 2nd.-year.
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W Loc. 674 (AFL-CIO/CLC)	570	11,400	18,240	Mar. 15 —	Wages—
Cominco Ltd., Kimberley, B.C.	Steelworkers Loc. 651 (AFL-CIO/CLC)	430	1,720	1,720	Apr. 2 Apr. 5	Grievances over safety conditions—Return of workers pending review of grievances.
Miranda Mines Limited Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	4,940	4,940	Apr. 12 —	Wages, fringe benefits, holidays—
Sullivan Mining Group Ltd., Division Cupra and Quebec Industrie, Ste Catherine de Hatford Centre, Ste Catherine de Wolfe, Qué.	Steelworkers Loc. 15383 (AFL-CIO/CLC)	282	280	280	Apr. 30 —	Wages—
METAL						
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	4,300	9,250	Feb. 28 —	Wages, job classification—
Aluminum Co. of Canada Ltd., Newfoundland Fluorspar Div., St Lawrence, Nfld.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	330	6,600	6,600	Apr. 2 —	Wages—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
Manufacturing						
FOOD & BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,600	87,550	May 26 –	Wages, hours–
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	8,930	82,540	June 29 –	Wages, hours, overtime paid holidays–
Hershey Chocolate of Canada, Smiths Falls, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	153	920	8,120	Jan. 25 Apr. 10	Wages–30¢ an hr. in retroactive to Oct 1972, 25¢ Nov. 1, improved fringe benefits
Hiram Walker and Sons Ltd., Windfield, B.C.	Distillery Workers Loc. 202 (AFL-CIO/CLC)	126	2,020	5,920	Feb. 16 Apr. 25	Parity with Ont. Plan per hr. increase first 35¢ second year, 3 third year; other imp benefits
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,800	7,880	Mar. 1 –	Wages, pension plan tion–
Bonavista Cold Storage Company, Grand Bank, Nfld.	Food Workers Loc. 1251 (AFL-CIO/CLC)	130	260	520	Mar. 31 Apr. 2	Dispute over heating pro Return of workers pendi cussions.
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	1,680	1,680	Apr. 13 Apr. 30	Delayed negotiations in contract–Return of w pending further negotiati
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	3,500	3,500	Apr. 24 –	Wages–
RUBBER						
Firestone Tire & Rubber, Joliette, Qué.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,000	8,100	Mar. 22 –	Delayed negotiations in contract–
Bow Plastic Ltd., Granby, Que.	Upholsterers Loc. 346 (AFL-CIO/CLC)	166	830	830	Apr. 14 Apr. 23	Wages, hours–An average increase of 91¢ an hr. 3-yr. contract- reducti hours from 45 to 42½ an 40 after 2nd yr.

S AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

ustry loyer ation	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
k Mills Co. Ltd., brooke, Cowans- and St-Jean, .	Textile Workers' Union Locs. 1671, 1690 and 1693 (AFL-CIO/CLC)	300	3,600	43,850	Feb. 10 Apr. 18	Wages, hours, fringe benefits—Wage increases, other improved benefits.
n-Hill Ltd., eyfield, Que.	Textile Federation (CNTU)	140	2,800	3,920	Mar. 21 —	Not reported—
solidated iles Limited, lyacinthe and tte, Que.	Syndicat du Textile de Soie Inc., (CSD)	325	6,500	7,150	Mar. 29 —	Wages, 5-day work week—
Millan Bloedel Band, B.C.	Woodworkers Loc.1-217 (AFL-CIO/CLC)	190	3,800	41,420	June 19 —	Not reported—
adian Forest ducts, tting-Merritt,	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,000	31,600	Sept. 13 —	Protest against the suspension of fellow workers for alleged slowdown—
dman Staniforth, Lake, Témiscamingue, .	Carpenters Loc. 3057 (AFL-CIO/CLC)	243	3,560	3,560	Apr. 9 —	Wages, vacations—
Y METALS						
al Industries ciation resenting four ndries companies) couver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,000	15,300	Feb. 16 —	Wages—
ario Malleable Co. Ltd., awa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,000	12,900	Feb. 28 —	Wages, shorter work week, protective contract language—
tern Canada l Ltd., couver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,000	9,600	Mar. 15 —	Wages, hours—
s Steel Co. Ltd., ivision of Rio m Mines), land, Ont.	Steelworkers (AFL-CIO/CLC)	1,605	16,050	16,050	Apr. 16 —	Members not satisfied with proposal put forth by company—
ec Dosco, treal, La Salle Contrecoeur, .	Steelworkers Various locals (AFL-CIO/CLC)	2,238	13,430	13,430	Apr. 19 —	Wages, fringe benefits—
time Steel Ltd., Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	115	120	120	Apr. 30 —	Alleged dispute over suspension of an employee—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: December	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
METAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,200	38,560	July 25 –	Not reported–
Firestone Steel Products of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (CLC)	300	6,000	21,300	Jan. 19 –	Wages, other benefits–
Armco Canada Ltd., Guelph, Ont.	Steelworkers Loc. 4054 (AFL-CIO/CLC)	140	1,960	1,960	Apr. 2 Apr. 23	Failure to renegotiate ment–80¢ an hr. in spread over 3 years; oth proved benefits.
MACHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson Division, Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	2,200	3,850	Mar. 12 –	Wages, pension plan, benefits–
The Hobart Manufacturing Co. Ltd., Owen Sound, Ont.	Machinists Loc. 386 (AFL-CIO/CLC)	120	240	240	Apr. 18 Apr. 23	Disciplinary suspension worker for two days–Re workers.
TRANSPORTATION EQUIPMENT						
Dominion Auto Accessories Ltd., Windsor and Toronto, Ont.	Auto Workers Locs. 195 & 252 (CLC)	255	5,100	12,240	Feb. 20 –	Cost of living and benefits–
Canadian Shipbuilding and Engineering Ltd., Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	900	13,500	13,500	Apr. 7 –	Wages, fringe benefits–
*Halifax Shipyard Div., Hawker Siddeley Canada Ltd., Halifax, N.S.	Marine Workers Loc. 1 (CLC)	650	1,300	1,300	Apr. 16 Apr. 18	Protesting the firing of a ployee–Return of w pending discussions be union and management sentatives.
Davie Shipbuilding Ltd., Lauzon, Que.	Metallurgists. Miners and Chemical Workers Federation (CNTU)	2,300	4,600	4,600	Apr. 19 Apr. 24	Wages, double time p overtime–Return of w pending further negotiati
ELECTRICAL PRODUCTS						
ITE Circuit Breaker (Canada) Ltd., EPD Division, Cooksville, Ont.	I.B.E.W. Loc. 1590 (AFL-CIO/CLC)	211	4,220	6,440	Mar. 16 –	Wages, fringe benefits–
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)	240	960	960	Apr. 25 –	Wages–
Ferranti-Packard Ltd. Weston, Ont.	U.E. Loc. 525 (Ind.)	168	670	670	Apr. 25 –	Wages, hours, job se other matters–

IES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
METALLIC AL PRODUCTS						
Canadian Pittsburg Industries Ltd., Owen Sound, Ont.	Glass and Ceramic Workers Loc. 248 (AFL-CIO/CLC)	300	300	300	Apr. 25 Apr. 26	Dispute over interpretation of a union clause—Return of workers referral to mediation of third party.
MICAL PRODUCTS						
Ely Match Company Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO/CLC)	175	880	2,630	Mar. 19 Apr. 9	Seniority clause—Return of workers when "seniority clause" agreed.
struction						
Canadian Elevator Manufacturers, Vancouver-Burnaby, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	227	230	14,750	Sept. 8 Apr. 3	Protest over lack of progress in negotiating a national contract—Return of workers pending decision of arbitrator
Picon Great Britain Ltd., Come by Chance, Nfld.	Various Unions (AFL-CIO/CLC) and (Ind.)	848	6,780	6,780	Apr. 13 Apr. 25	Dispute over an escalation clause—Return of workers when all parties agreed to conditions.
nsportation and ilities						
NSPORTATION						
Air Canada-Toronto International Airport, Milton, Ont.	Machinists Loc. 2323 (AFL-CIO/CLC)	200	100	100	Apr. 17 Apr. 17	Protesting slowness in contract negotiations—Return of workers when federal conciliator appointed.
R, GAS AND WATER						
Windsor Utilities Commission, Windsor, Ont.	I.B.E.W. Loc. 911 (AFL-CIO/CLC)	270	5,400	12,420	Feb. 23 —	Wages, dental plan—
de						
Several Automobile Cranges, Eastern Townships and Bois-Francs regions, Que.	Metallurgists Miners and Chemical Workers Federation (CNTU)	1,020	10,200	38,320	Feb. 21 Apr. 16	Wages, hours, holidays—Wage increase varying to area, reduction in hours eff. June 1975, $125—$120 retroactive pay.
The independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,200	5,170	Feb. 23 —	Negotiating the first contract

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, APRIL 1973 (PRELIMINARY) (CONC

Industry Employer Location	Union	Workers Involved	Duration in Man-Days December	 Accumulated	Starting Date Termination Date	Major Issues Result
MacDonalds Consolidated Limited, Edmonton, Alta.	Retail Clerks Loc. 401 (AFL-CIO/CLC)	200	400	400	Apr. 5 Apr. 9	Wages, contract duratio an hr. increase over contract.
Association Marchand Richelieu, Section Drummondville, Drummondville, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	120	1,200	1,200	Apr. 9 Apr. 24	Wages, hours—Wage inc reduction in hours from 4 per week.
Association des Détaillants en Alimentation de Québec, Quebec City area, Que.	Commerce Employees (CNTU)	600	3,600	3,600	Apr. 12 Apr. 19	Wages, vacations, hours, matter—$31 per wk. in over a 38-month contract; improved benefits.
Magasins Cooprix, Montreal, Que.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	250	2,250	2,250	Apr. 17 —	Wages, fringe benefits—
Service						
EDUCATION						
Southern Alberta School Authorities Association, Southern Alberta.	Alberta Teachers' Association	1,300	—	19,500	Mar. 12 Apr. 2	Wages, fringe benefits—I of teachers on a Gover Order.

*Federal Jurisdiction.

NADA DEPARTMENT OF LABOUR PUBLICATIONS

l Relations Research in Canada (annual). An inventory of in-relations research undertaken by the Department, other gov- departments, academic institutions and private individuals. No. L2-29/1972.

OMICS AND RESEARCH BRANCH

Organizations in Canada (annual). Contains a brief commen-latest statistical data on union membership, and a directory of rganizations with names of their principal officers, publica- the geographic distribution of their local branches in Canada. l). Price $1.50. Cat. No. L2-2/1972.

nd Lockouts in Canada (annual). Furnishes a record of strikes outs occurring in Canada during a year. Tables and related w strikes and lockouts by years, by areas, by industries, includ-lost, number of workers involved, duration, etc. Price 75 cents. L2-1/1972.

tes, Salaries and Hours of Labour, 1971. An annual report pub- loose-leaf form and followed later by a paperback volume. the results of an annual survey at October 1 of occupational es and standard hours of work in major communities and most s. First-year service, including attractive binder with index tabs erback volume, $10.00; service without indexed binder. $7.50; l tables, free from Surveys Division. Paperback volume, $3.00. l). Cat. No. L2-554.

Conditions in Canadian Industry, 1971. (Bilingual). Price $2.00. L2-15/1971.

nation of the Appropriate Bargaining Unit by Labour Relations Canada, by Edward E. Herman, 1966. Occasional Paper No. 5. 0. Cat. No. L2-26/5.

Canada and the United States: an Analytical Comparison, by Porter and others. Occasional Paper No. 6. Price $1.75, Cat. No.

rowth in Canada, 1921-1967, by J. K. Eaton and K. Ashagrie, glish or French). $2.50. Cat. No. L41-970.

EN'S BUREAU

s Bureau '69; Women's Bureau '70 and '71. Three publications senting three papers. The papers deal with the status of n the labour force and in society, and with various problems ered by working women. (Bilingual). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the press. (Bilingual). Free.

Women in the Labour Force, Facts and Figures. (Bilingual). Free.

International Instruments and Canadian Federal and Provincial Legislation Relating to the Status of Women in Employment. (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint, published yearly, updating material in this publication, is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.00. Cat. No. L2-7/1971.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in upgrading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1971. Free.

Make cheque or post office money order **payable to the Receiver General of Canada.** Mail it to Information Canada, Ottawa. Publications marked "Free" may be ordered from the Publications Division, Canada Department of Labour.

Canada Post Postage Paid
Postes Canada Port payé
Third class
Troisième classe
K1A 0S7
OTTAWA

If undelivered,
return COVER ONLY to:
DSS—Printing Operations Ottawa, K1A 0S7
Canada

THE LABOUR GAZETTE

Official Journal Canada Department of Labour

Hon. John Munro, Minister
Bernard Wilson, Deputy Minister

W. S. Drinkwater, Editor in Chief
Jack E. Nugent, Editor
J. Diane Armstrong, Associate Editor
George Sanderson, Jim MacSween,
Kathleen E. Whitehurst, Staff Writers
J. Harold Brazeau, Production

THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL are published monthly by the Canada Department of Labour, Public Rela Branch, R. Brian O'Regan, Director.
CORRESPONDENCE—Address letters dealing with editorial matte the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $5 a year, three years $10, single copies cents; all other countries: $7 a year, three years $15, single copies 75 Send remittance by cheque or post office money order, payable to th Receiver General of Canada, to Information Canada, Publishing Divis Ottawa, K1A 0S9, Canada. All subscriptions payable in advance.
BOUND VOLUMES—$7.50 a copy delivered in Canada, $10 a copy other countries.
CHANGE OF ADDRESS—Send your new address, together with yo address label, to Information Canada, Publishing Division, Ottawa K1 Canada.
INDEXED IN: Canadian Periodical Index, Index to Canadian Legal Periodical Literature, Public Affairs Information Service Bulletin, and Employment Relations Abstracts.

©Information Canada, 1973

LPIU

THORN PRESS L